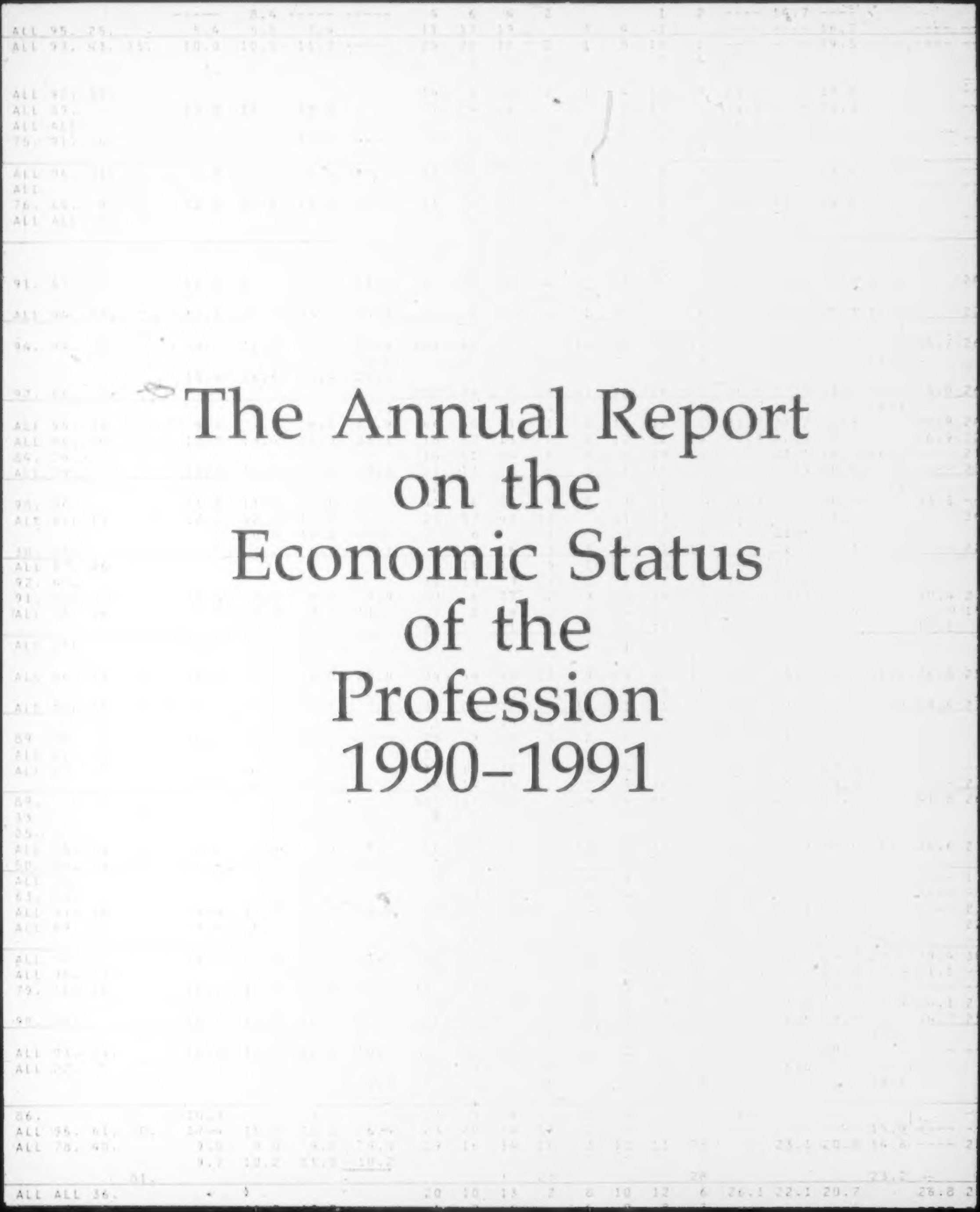
A0800-1-U 4/9

ACADEME

BULLETIN OF THE AMERICAN ASSOCIATION OF UNIVERSITY PROFESSORS

MARCH-APRIL 1991



The Annual Report on the Economic Status of the Profession 1990–1991

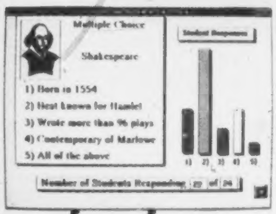
SPECIAL ISSUE

Designed for ease of use

Calculus II

Even with limited computer experience, you'll feel right at home with this system. Built-in tutorials and faculty-written examples free you from a long learning process. Easily recognizable icons eliminate the need to type commands. The Advanced Academic System displays a variety of "windowed" files simultaneously. You simply point your mouse to select and move through programs.

The PS/2 preloaded with useful software



Multiple Choice

Shakespeare

1) Born in 1554
2) Best known for Hamlet
3) Wrote more than 96 plays
4) Contemporary of Marlowe
5) All of the above

Number of Students Responding 22 of 24

The Advanced Academic System is available with three models of the IBM Personal System/2:® the Model 70 (121), the Model 55 SX (061) and the portable Model P70 (121). Each model comes preloaded with many software programs specially selected for faculty needs, including Microsoft® Windows™ 3.0 and Asymetrix ToolBook.™ As a result, you don't have to research, purchase and install individual software packages.

The system comes ready to go. Each PS/2® model features a mouse, high-speed processing, large memory and high-capacity storage.

We have listened to the needs of college faculty and the result is a personal computer solution that is focused on the tasks of higher education. It means new freedom to express your ideas more clearly, more forcefully and more effectively.

To learn more, visit your campus location. For a brochure, use the coupon below or call 1 800 IBM-6676, ext. 890.

Yes, I'd like more freedom of expression. Please send me your brochure on the new Advanced Academic System.

Send to: IBM Corporation
P.O. Box 3974, Dept. 890
Peoria, IL 61614

Name
Address
City State Zip
Institution
Discipline
Phone

ACA

IBM

®IBM, Personal System/2 and PS/2 are registered trademarks of International Business Machines Corporation. Microsoft is a registered trademark of Microsoft Corporation.
™Windows is a trademark of Microsoft Corporation. ToolBook is a trademark of Asymetrix Corporation.

This offer is available only to qualified institutions and their faculty, staff and students who purchase IBM PS/2s through participating campus locations. Orders are subject to availability. IBM may withdraw this offer at any time without notice.

© IBM Corporation 1990

ACADEME

BULLETIN OF THE AMERICAN ASSOCIATION OF UNIVERSITY PROFESSORS

MARCH-APRIL 1991
Volume 77, Number 2

President:
Barbara Bergmann
General Secretary:
Ernst Benjamin
Editor:
Paul Strohm
Managing Editor:
Julia Ridgely
Assistant Editor:
Bruce Herzig
Associate Editor:
Jordan E. Kurland
Book Review Editor:
Jonathan Knight
Advisory Board:
Jonathan Friendly, University of Michigan
Mary W. Gray, American University
Abe Peck, Northwestern University
William Rosen, University of Rhode Island
Designer:
Susie Stevenson
Typesetter:
The Magazine Group, Inc.
Washington, D.C.
Printer:
United Lithographic Services,
Falls Church, Virginia

Opinions expressed in *Academe* contributed features and reviews are those of the author and do not necessarily represent the policies of the American Association of University Professors.

ACADEME: *Bulletin of the American Association of University Professors* is published six times a year: January-February, March-April, May-June, July-August, September-October, November-December. Subscriptions at $7.00 are included in membership dues. Nonmembers may subscribe for $42. Foreign subscriptions are $44. Second-class postage paid at Washington, D.C., and at additional mailing offices.

POSTMASTER: Send address changes to *Academe*, Suite 500, 1012 14th Street, N.W., Washington, D.C. 20005.
(202) 737-5900
(ISSN 0190-2946)

The Future of Academic Salaries: Will the 1990s Be a Bust Like the 1970s or a Boom Like the 1980s?

☐ Real salary levels *decreased* by 0.6 percent for the first time since 1981-82.
☐ Increases in salary for continuing faculty averaged 6.6 percent, an only 0.6 percent increase in purchasing power.
☐ The overall salary level is still about 8 percent lower in 1990-91 than it was two decades ago.
☐ The salary level for continuing faculty fell almost 12 percent in real terms between 1971-72 and 1980-81. In contrast, between 1980-81 and 1990-91, the salary level for continuing faculty rose by over 27 percent in real terms.
☐ Budget difficulties and financial problems in state governments will have a substantial effect in academia, where 70 percent of all full-time faculty are employed at public institutions.
☐ Salary levels averaged $49,320; $41,830; $35,480; and $35,960 for doctoral-level, comprehensive, general baccalaureate, and two-year institutions, respectively.

These highlights and others are discussed in the report by Professor Ronald G. Ehrenberg, chair of AAUP's Committee Z on the Economic Status of the Profession.

The faculty data used to prepare this report were provided by institutions responding to the AAUP Annual Survey conducted by Maryse Eymonerie Associates, also responsible for editing, processing, and preparing the statistical materials that appear in this report. Any questions concerning these data should be directed to Maryse Eymonerie Associates, P.O. Box 7893, Hilton Head, SC 29938. For additional copies of the report, send a check for $35 to AAUP, 1012 14th Street, N.W., Suite 500, Washington, DC 20005. Prepaid orders only.

The Annual Report on the Economic Status of the Profession, 1990–91

The Future of Academic Salaries: Will the 1990s Be a Bust Like the 1970s or a Boom Like the 1980s? 9
List of Tables 33
Explanation of Statistical Data 34
Appendix I. Individual Institutions with Professorial Ranks 36
Appendix II. Individual Institutions without Professorial Ranks 82
Notes to Appendixes I and II 90

DEPARTMENTS

Censured Administrations 4
Update 5

CENSURED ADMINISTRATIONS

Investigations by the American Association of University Professors of the administrations of the institutions listed below show that, as evidenced by a past violation, they are not observing the generally recognized principles of academic freedom and tenure endorsed by this Association, the Association of American Colleges, and more than 135 other professional and educational organizations. The 1940 *Statement of Principles on Academic Freedom and Tenure* may be found in the May-June 1990 issue of *Academe*.

This list is published for the purpose of informing Association members, the profession at large, and the public that unsatisfactory conditions of academic freedom and tenure have been found to prevail at these institutions. Names are placed on or removed from this censure list by vote of the Association's Annual Meeting.

Placing the name of an institution on this list does not mean that censure is visited either upon the whole of the institution or upon the faculty, but specifically upon its present administration. The term "administration" includes the administrative officers and the governing board of the institution. This censure does not affect the eligibility of nonmembers for membership in the Association, nor does it affect the individual rights of members at the institution in question.

Members of the Association have often considered it to be their duty, in order to indicate their support of the principles violated, to refrain from accepting appointment to an institution so long as it remains on the censure list. Since circumstances differ widely from case to case, the Association does not assert that such an unqualified obligation exists for its members; it does urge that, before accepting appointments, they seek information on present conditions of academic freedom and tenure from the Association's Washington office and prospective departmental colleagues. The Association leaves it to the discretion of the individual, possessed of the facts, to make the proper decision.

The censured administrations, with dates of censuring, are listed below. Reports were published as indicated by the parenthesized *Bulletin* or *Academe* citations following each listing. Reference should also be had to "Developments Relating to Censure by the Association" and to the "Report of Committee A," each of which appears annually in *Academe*.

South Dakota State College and Universities under South Dakota Board of Regents (September, 1961, 247-55) 1962

Censure was voted specifically on the South Dakota Board of Regents, with respect to a case which occurred at South Dakota State University. Censure was not directed against the local or central administrative officers. The 1982 Annual Meeting determined that the regents also now have sole responsibility with respect to a case which occurred in 1966 at Northern State College (September, 1968, 306-13).

Grove City College (Pennsylvania) (March, 1963, 15-24) 1963

University of the Ozarks (Arkansas) (December, 1963, 352-59) .. 1964

Censure was voted specifically on the Board of Trustees, and not on the institution's administrative officers.

Amarillo College (Texas) (September, 1967, 292-302) 1968

Frank Phillips College (Texas) (December, 1968, 433-38) ... 1969

Central State University (Oklahoma) (March, 1969, 66-77) .. 1969

Southern Arkansas University (March, 1971, 40-49) 1971

Onondaga Community College (New York) (June, 1971, 167-74) 1972

Colorado School of Mines (March, 1973, 73-79) 1973

Rider College (New Jersey) (March, 1973, 93-100) 1973

Camden County College (New Jersey) (September, 1973, 356-62) 1974

Virginia Community College System (April, 1975, 30-38) .. 1975

Concordia Seminary (Missouri) (April, 1975, 49-59) 1975

Houston Baptist University (April, 1975, 60-64) 1975

Murray State University (Kentucky) (December, 1975, 322-28) 1976

Blinn College (Texas) (April, 1976, 78-82) 1976

Marquette University (Wisconsin) (April, 1976, 83-94) 1976

University of Osteopathic Medicine and Health Sciences (Iowa) (April, 1977, 82-87) 1977

State University of New York (August, 1977, 237-60) 1978

University of Detroit (March, 1978, 36-54) 1978

Phillips County Community College (Arkansas) (May, 1978, 93-98) 1978

University of Texas of the Permian Basin (May, 1979, 240-50) 1979

Wingate College (North Carolina) (May, 1979, 251-56) 1979

Olivet College (Michigan) (April, 1980, 140-50) 1980

Nichols College (Massachusetts) (May, 1980, 207-12) 1980

Bridgewater State College (Massachusetts) (April, 1981, 86-95) 1981

Yeshiva University (New York) (August, 1981, 186-95) 1982

Sonoma State University (California) (May-June, 1983, 3-12) .. 1983

Auburn University (May-June, 1983, 24-32) 1983

American International College (Massachusetts) (May-June, 1983, 42-46) 1983

Illinois College of Optometry (November-December, 1982, 17a-23a) 1984

Metropolitan Community Colleges (Missouri) (March-April, 1984, 23a-32a) 1984

University of Northern Colorado (May-June, 1984, 1a-8a) .. 1984

Westminster College of Salt Lake City (November-December, 1984, 1a-10a) 1985

Southwestern Adventist College (Texas) (January-February, 1985, 1a-9a) 1985

Temple University (May-June, 1985, 16-27) 1985

Talladega College (Alabama) (May-June, 1986, 6a-14a) 1986

Southern Nazarene University (Oklahoma) (November-December, 1986, 7a-11a) 1987

Morgan State University (Maryland) (May-June, 1987, 23-32) .. 1987

The Catholic University of Puerto Rico (May-June, 1987, 33-38) 1987

Husson College (Maine) (May-June, 1987, 45-50) 1987

Hillsdale College (Michigan) (May-June, 1988, 29-33) 1988

University of Judaism (California) (May-June, 1988, 34-40) . 1988

Maryland Institute, College of Art (May-June, 1988, 49-54) .. 1988

Southeastern Baptist Theological Seminary (North Carolina) (May-June, 1989, 35-45) 1989

Alabama State University (May-June, 1989, 46-56) 1989

Concordia Theological Seminary (Indiana) (May-June, 1989, 57-67) 1989

The Catholic University of America (September-October 1989, 27-40) 1990

Saint Leo College (Florida) (November-December 1989, 34-40) 1990

Alvernia College (Pennsylvania) (January-February 1990, 67-74) 1990

New York University (May-June 1990, 49-56) 1990

UPDATE

Association News and Developments in Higher Education

Education Nominee Says He Will Back Minority Scholarships

The expected confirmation of Lamar Alexander as education secretary may bring an end to several months of confusion among financial aid officers over the department's policy on minority scholarships. In December, an Education Department official had announced that institutions could not legally reserve scholarships for minority students. Financial aid directors scrambled to reassure students while speculating on how the policy would affect existing programs.

The minority scholarship issue emerged as central during the Senate hearing on Alexander's nomination. Alexander declared that as education secretary he would change the stated policy, saying that the department's statements had "sent out exactly the wrong signal" to minority students and created confusion at colleges and universities.

Some in the higher education community have speculated that Michael L. Williams, assistant secretary of education for civil rights, believed he was in accord with the Bush administration's views on affirmative action when he made his announcements about minority scholarships. "Williams may have thought he was in tune with the prevailing Republican philosophy regarding race and quotas. He wanted to make his mark," says Larry Gladieux, executive director of the College Board's Washington office. Gladieux believes, however, that the impetus for the statements came from the department, not from the White House.

Rutgers University financial aid director Carl Buck expressed surprise that the Education Department did not appear to have discussed the policy internally before announcing it to the public. "Maybe they just floated it as a trial balloon," he says. "Who knows?" Buck reports that Rutgers had carried on with business as usual in the period following Williams's comments, confident that the university's policies fell within legal guidelines.

Richard Black of the University of California, Berkeley, says that in addition to creating confusion, the Education Department sent out the wrong message in "undermining financial aid programs by taking away students' confidence in their availability." Black says that in January the campus's financial aid office sent letters to all affirmative action students, reminding them of Berkeley's ample finacial aid program and expressing hope that the announcement had not caused "undue concern." Black adds that the office has so far received few responses from students. Since a ban on earmarking scholarships would not have affected many existing programs at Berkeley, "the lingering effect would not have been great at all," he says.

Black echoes other financial aid directors in pointing out that the department's statement was an interpretation of current law rather than a creation of the legislative process. "One would expect from the Office of Civil Rights a forum for discussing with the community the rules of awarding such scholarships," he says. "It's poor management on the part of the OCR. We need a full discussion of the full intent of this statement. We need to know what actions are consistent with their intent and what could be considered exceptions."

Blain Butner, an attorney at the Washington, D.C., law firm of Dow, Lohnes and Albertson, which examines financial aid practices, says he has received many questions from financial aid officers asking what to do. "Most schools are nervous," he says. "My advice is to hold tight."

Where Can Professors Go For Higher Education?

THE Vanguard GROUP OF INVESTMENT COMPANIES

Call Vanguard and get a
liberal education about our broad
range of investment choices for
your 403 (b) (7) retirement plan.

The Vanguard Group of Investment Companies
Valley Forge, PA 19482 1-800-345-1172

© 1989 The Vanguard Group

The NCAA: New Momentum for Reform?

Murray Sperber is the author of College Sports Inc.: The Athletic Department vs. the University *and of "Why the NCAA Can't—and Won't—Reform College Athletics"* (Academe, *January-February 1991). At* Academe's *invitation, he provided this report on developments at the NCAA's national convention.*

The newspaper articles on the 1991 NCAA Convention in Nashville, Tennessee, announced that the college presidents had seized control of the association, heralding a new era in college sports. However, loopholes and fine print in the reform resolutions suggest a more problematic future for intercollegiate athletics. In addition, the convention passed other resolutions that could undercut the apparent momentum for reform.

The reforms that athletic directors and coaches liked least—cutting the number of assistant coaches and athletic scholarships and abolishing athletic dorms—do not automatically go into effect and can be amended en route. Roy Kramer, commissioner of the Southeastern Conference, said that his group has already started to "work on an easing of the scholarship reductions from 10 to 5 percent." If his group is successful, Division I-A football teams, instead of having their grant total cut from ninety-five to eighty-five, would end up with ninety players.

Other reforms, such as the limiting of an athlete's *mandatory* playing and practicing time in a sport to twenty hours per week in-season and fewer out-of-season appear to contain major loopholes. The time-limit resolution allows athletes as much *voluntary* practice time as they want, including practice under their coaches' supervision. Critics claim that weight training, tape viewing, and other athletics-related activities will not really become optional because athletes know that their coaches will favor and play those team members who have done the extra training.

New rules on the financing of college sports contradict the apparent movement for reform. By requiring colleges to field more teams (a minimum of fourteen) and to offer more athletic scholarships in non-revenue sports (a minimum of $500,000) in order to remain eligible for Division I men's basketball, the NCAA added extra expenses to the current deficits in many athletic department budgets.

In addition, on the last day of the NCAA meeting, the big-time sports institutions got the association to put through a resolution that allows Division I-A members to increase the amount of financial aid per athlete at their discretion. Many Division I-A athletics departments have long wanted to increase the value of the current "full-ride" athletic scholarship—now covering all tuition, room and board, tutoring, books, and many other expenses—by adding a cash stipend ($700 per month is the most frequently mentioned amount). In the past, institutions in other divisions voted against this plan because they felt that it would professionalize college sports. At the 1991 convention, the smaller institutions gave up their veto on this issue. The door is now open to cash stipends for college athletes as well as major increases in athletic department expenses.

In my opinion, significant reform did not take place in Nashville. Most of the resolutions are not reforms at all and do not address the systemic failure of college sports. As for those few rules that begin the reform process, the current strategy of the athletic directors and coaches is to ambush them on their way to becoming law and amend them to death as they did the three-game cut in the men's basketball season last year.

Search for 1991 Council Candidates

We are beginning the search for Council nominees for the 1992 Council election. We particularly encourage current and former chapter and conference officers to consider becoming part of this elite governing group. If you are interested in running for the Council, or would like more information, contact Iris Molotsky in the Washington Office, 1-800-424-2973.

FACULTY EDITOR OF *ACADEME*

The AAUP seeks to fill the position of Faculty Editor for *Academe*, a faculty oriented journal of higher education published six times a year.

The Faculty Editor, who is normally located on a college or university campus, is expected to visit the AAUP offices on a periodic basis to work with the *Academe* staff.

Responsibilities of the Faculty Editor include: setting general *Academe* policies, within the policy framework of the Association; setting agendas and presiding at an annual meeting of the Editorial Advisory Board; initiating themes and soliciting and evaluating articles for *Academe*; and, when appropriate, conferring with members of the *Academe* staff on matters of production and design.

Emphasis in the selection process will be given to such matters as: familiarity with AAUP policies, knowledge about higher education, previous journalistic experience, ability to engage a general academic audience, and demonstrated ability to work with others in a collaborative situation.

The appointment will be made in October, 1991, with responsibility to begin with the 1992 issue year. The position carries a modest honorarium. Interested persons should contact Iris Molotsky, AAUP, 1012 Fourteenth Street, NW, Suite 500, Washington, D.C. 20005, not later than June 1, 1991. AA/EEO Employer.

Chapter Urges UT-Knoxville to Report Serious Crimes to City Police

The University of Tennessee AAUP chapter recently advanced a proposal that would require Knoxville city police to investigate serious crimes that occur on campus. The university has refused to comply, saying that it will not relinquish jurisdiction to the city.

The alleged rape of a UT student at the university's athletic dorm, and the subsequent discovery that campus police waited six hours before contacting city police, prompted chapter president Dick Penner (English) to write to administration officials in November demanding that they notify Knoxville municipal police immediately of any report of a felony or crimes involving bodily injury. It was only after the much-publicized murder two and a half years ago of a student in a campus fraternity house that the university agreed to involve city police during homicide investigations.

State senator Bud Gilbert has taken steps to introduce a bill during the current legislative session that backs the AAUP position. "We're glad to have some help from the outside," Penner says. The alleged sexual assault led to the suspension of three football players;

the woman eventually withdrew from classes and left campus without pressing charges. "This type of situation should never happen again," Penner says, "but it will if we don't get some changes [in the current laws]."

While Philip Scheurer, vice chancellor for administration and and student affairs, had some minor criticisms of the way campus police handled the incident, he said the university had confidence in its security staff. But Tennessee AAUP conference president Robert Glenn (also on the UT-Knoxville campus) believes that "letting the university stay in control of such an investigation gives it the opportunity to put a 'spin' on the news. . . It's a public relations interest on the part of the university. The administration doesn't want to leave the impression that crime is rampant on campus." The university currently has a policy not to release its crime records, saying that they are part of a student's academic file. Whether crime records should be included as part of academic files is, however, being considered by campus officials.

Glenn says that the chapter has been supported by the UT faculty senate and the local press. "The press is really pushing the issue," he says. "They often have trouble getting information about campus crime because of incomplete reports and unreturned phone calls. The city police department is much more responsive." Concern about the availability of statistics on campus crime prompted passage of the Campus Safety Act by Congress last fall (See Update, November-December 1990).

Chapter president Penner believes that a change in the university's policy will come only from a state mandate. "Vice Chancellor Scheurer is remarkably resistant to pressure from public outcries," he says. "This whole thing could simply blow over."

Freshman Survey Shows Record Interest in Activism

A survey of the 1990 freshman class at American colleges shows that the highest number ever participated in demonstrations in high school and plan to do so in college.

The survey of 277,000 students nationwide was conducted by the Higher Education Research Institute before the outbreak of the Gulf war. It tracks a corresponding surge in interest in social and political issues. A record number of freshmen—43 percent—said it was "essential" or "very important" to influence social values. Race relations and the environment were the issues of deepest concern.

While students continued to list making more money as an important reason for going to college, financial success continued to decline as an "essential" life goal. Careers in business also continued to drop sharply in popularity after reaching a peak in the mid-1980s. Although more students than every planned to pursue a graduate degree, few expressed interest in careers as college professor or researcher.

Breach-of-Employment Case Settled

A jury has found in favor of Elizabeth J. Vandever in her breach-of-employment case (*Vandever v. Junior College District of Metropolitan Kansas City, Missouri*) against the Metropolitan Community Colleges (MCC), awarding her a sum of $267,000. The administration chose not to appeal, and an out-of-court settlement was reached shortly thereafter. The AAUP had investigated actions taken against Vandever and other faculty members by the MCC administration, leading to the imposition of censure in 1984. The Association provided expert testimony and other assistance in connection with Vandever's litigation.

Vandever had filed suit for breach of employment contract in county court as a result of having been furloughed in December 1979 from her tenured position as an instructor of social sciences at MCC, where she had taught full-time since 1972. Under the layoff policy of the institution, a "nonprobationary faculty member's place will not be filled by a replacement within a period of two (2) years unless he/she has been offered reappointment and has declined." Teaching positions for which Vandever was qualified became available in the MCC during the two-year period. The administration, however, appointed several new part-time instructors to fill those positions without first having offered her an opportunity to return to full-time service. Vandever successfully argued that the administration, in appointing part-time people to perform the duties she had performed, has filled her "place" with a "replacement," thus breaching her contract.

Scholarship Fund Helps South African Students

In response to political changes in South Africa, an organization has been formed to help black South African students attend universities. University Scholarships for South African Students (USSAS) raises scholarship funds from the American academic community for promising students who are unable to afford tuition.

Organizers say that greater access to higher education for black students will help prepare a new generation for democratic society. Scholarship recipients are selected by independent committees in Cape Town and Durban, South Africa. They receive full tuition and expenses, and they may attend any of the "open universities" or "black universities" in South Africa. The first two scholarships were awarded in February 1991.

More information on the program can be obtained by writing to USSAS, 107 Buffam Road, Pelham, MA 01002.

Strohm to Step Down as *Academe* Editor

Academe Editor Paul Strohm has announced that he will step down at the end of the 1991 issue year, his sixth in that position. President Barbara Bergmann has named a search committee for his successor, chaired by Phyllis Zatlin (Rutgers), with Abe Peck (Northwestern) and Strohm (Indiana) as its other members. An advertisement for the position appears in this issue of *Academe*. Persons who are interested or who have nominations are encouraged to contact one of the committee members, or Associate Secretary Iris Molotsky in the AAUP's Washington office, no later than June 1, 1991.

Fund to Honor Chapter President and Wife

A fund has been established in memory of the late Dawn and Richard Heikkila, president of the Robert Wood Johnson Medical School chapter of the AAUP at the University of Medicine & Dentistry of New Jersey.

A professor in the department of neurology and a leader in neuropharmacological research, Heikkila served on many national and international committees and was the recipient of a number of federal grants, including the Javits award. In a letter to the school community, Dean Norman H. Edelman called Heikkila's death "a very personal and tragic loss for us at this medical school."

Donations to the Richard and Dawn Heikkila Memorial Fund may be sent to the Department of Neurology, University of Medicine and Dentistry of New Jersey-Robert Wood Johnson Medical School, 675 Hoes Lane, Piscataway, NJ 08854.

AAUP MEMBERSHIP INFORMATION

1991 ANNUAL NATIONAL AND STATE DUES*

State	Full-Time	Entrant II** Public	Entrant I** Joint***	Part-Time Graduate
IL, OH	$102	$77	$51	$25
GA, NY, TN, TX, WA	$98	$74	$49	$24
IN, MA, MN, NE, NC, PA, SC, VA, WV	$94	$71	$47	$23
All Other States	$86	$65	$43	$21

*National Dues are tax deductible as a charitable contribution except for $7.00 attributable to *Academe*.

**Entrant membership is offered to *non-tenured faculty*, new to the AAUP for up to seven years, or until tenured. Entrant I: first 4 years at 1/2 dues; Entrant II: up to 3 years at 3/4 dues.

***Joint membership: Couples with one Full-Time member may enroll a second member at a reduced rate.

MEMBERSHIP BY TRANSFER

☐ **Associate:** $65

Eligibility—An *active* or *graduate student* member who becomes an administrator with less than half a normal teaching or research program.

☐ **Emeritus:** $21

Eligibility—An *active* or an *associate* member retiring for age may request transfer to *emeritus* membership. *Emeritus* members may not vote in elections or at meetings.

After eligibility has been determined and membership recorded, new members will receive acknowledgment individually.

MEMBERSHIP APPLICATION

Name ______________________________
Last First Middle

Institution ______________________________

Preferred Mailing Address ______________________________

City ______________ State ________ Zip ________

Daytime Telephone No. ______________________________

Academic Field and Rank ______________ Tenured: ☐ yes ☐ no

My check (payable to AAUP) is enclosed for $ ______. Please charge $ ______ to: ☐ VISA ☐ MasterCard

Card Number ______________ Expiration Date ______

Signature ______________________________

Mail to: AAUP, Suite 500, 1012 14th Street, N.W., Washington, D.C. 20005.

ACA

The Future of Academic Salaries: Will the 1990s Be a Bust Like the 1970s or a Boom Like the 1980s?

The Annual Report on the Economic Status of the Profession, 1990–91[1]

The average salary level of college and university faculty of all ranks for academic year 1990-91 is 5.4 percent above the level for 1989-90, which is somewhat lower than the 6.1 percent increase of the previous year. The 1990-91 average salary increase received by continuing faculty for all ranks combined is 6.6 percent, which is down from the 7.3 percent increase reported last year. In addition, the rate of inflation or increase in the cost-of-living, as measured by the change in the Consumer Price Index (CPI), rose faster during the current academic year than it did during the previous academic year. While the CPI rose by 4.8 percent between academic years 1988-89 and 1989-90, it will likely rise by about 6 percent between 1989-90 and 1990-91.

As a result, in real dollars (after adjusting for inflation), the overall average salary level of faculty actually *decreased* by 0.6 percent between 1989-90 and 1990-91. In contrast, in real terms, the average salary levels of continuing faculty rose by 0.6 percent. The former represents the first time since 1981-82 that the real average salary level of all faculty members actually fell. The latter is the smallest annual real increase received by continuing faculty during the last decade, and it is almost two points lower than last year's real increase of 2.4 percent.

THE FUTURE OF ACADEMIC SALARIES

As Table I indicates, the average salary level of all faculty at American colleges and universities decreased in real terms during each year, save one, during the 1970s. The net effect of these changes was that the average salary level of all faculty fell by almost 21 percent in real terms between 1971-72 and 1980-81. In contrast, the average salary level of all faculty increased in real terms every year between 1980-81 and 1989-90 and wound up about 17 percent higher in real terms at the end of the decade than it was at the start. As a result of these changes, the average salary level of all faculty was about 7 percent lower in real terms in 1989-90 than it was in 1971-72. The decline in the average real salary level of 0.6 percent experienced between 1989-90 and 1990-91 leaves the average real salary level of American faculty about 8 percent lower today than it was two decades ago.

Of course, changes in average salary levels will occur for a number of reasons (which are discussed more fully below) in addition to that of faculty members receiving salary increases. For example, if a high-paid full professor retires and is replaced by a lower-paid new assistant professor, other things held constant, the overall average salary level at an institution will fall. Changes in average salary levels thus do not provide a totally accurate picture of how the typical faculty member who has remained at an institution for a number of years has fared. To address this question, the annual survey also collects information on salary increases granted to continuing faculty—faculty who remain at an institution from one year to the next.

The data presented in Table I suggest that between 1971-72 and 1980-81, continuing faculty members' salaries fell, on average, by almost 12 percent in real terms. In contrast, between 1980-81 and 1989-90 continuing faculty members' salaries rose by over 27 percent in real terms. As a result, if a faculty member stayed at the same institution over the entire eighteen-year period and his or her salary increased at the average rate for all continuing faculty members each year, the faculty member's salary would have grown about 12 percent between 1971-72 and 1989-90.

As discussed in last year's report, this represents a real earnings growth of substantially less than 1 percent per year, which provides very little opportunity for faculty members' standards of living to increase during their careers. While faculty members first hired in the early 1980s did not experience the real earnings losses that their more senior colleagues experienced during the 1970s, it is worth noting that the 0.6 percent increase in real terms in the salary that the average continuing faculty member received this year is the lowest increase experienced in terms of purchasing power in a decade.

Real increases in salary levels for continuing faculty that have been achieved in recent years occurred because institutions sought to "catch up" for losses that faculty experienced in the 1970s and because the tightening of academic labor markets has required institutions to raise salaries to retain existing faculty and to attract new ones. In a number of fields, their efforts to do so have resulted in the salaries of new faculty rising relative to earnings opportunities in the nonacademic sector.

Data on the ratio of median academic to median nonacademic salaries of full-time employed doctorates with less than five years of experience in eight fields in the sciences, social sciences, and engineering are presented in Table II for the 1973 to 1987 period and illustrate this point. These data, which come from special tabulations prepared by the National Research Council from its biennial *Survey of Doctorate Recipients*, indicate that while academic salaries fell relative to nonacademic salaries for new doctorates in all of the fields between 1973 and 1981, they rose in all of the fields between 1981 and 1987. Higher salaries in academia for new doctorates relative to salaries in their nonacademic alternatives surely improve the attractiveness of academic careers.

---

[1] The data for this report were collected, processed, and tabulated for the American Association of University Professors by Maryse Eymonerie Associates, Hilton Head, South Carolina.

TABLE I

Percentage Increases in Average Monetary and Real Salaries for Institutions Reporting Comparable Data for Adjacent One-Year Periods and Percentage Change in the Consumer Price Index, 1971–72 through 1990–91[1]

One-Year Period	Prof.	Assoc.	Asst.	Inst.	All Ranks	Prof.	Assoc.	Asst.	Inst.	All Ranks	Change in CPI
	NOMINAL TERMS					REAL TERMS					
ALL FACULTY											
1971-72 to 1972-73	4.3	4.2	4.1	3.9	4.1	0.3	0.1	0.1	-0.1	0.1	4.0
1972-73 to 1973-74	5.2	5.2	4.8	4.7	5.1	-3.4	-3.4	-3.8	-3.9	-3.5	8.9
1973-74 to 1974-75	5.8	5.9	5.7	5.8	5.8	-4.8	-4.7	-4.9	-4.8	-4.8	11.1
1974-75 to 1975-76	6.2	5.9	5.7	6.1	6.0	-0.8	-1.1	-1.2	-0.9	-1.0	7.1
1975-76 to 1976-77	4.7	4.7	4.7	4.7	4.7	-1.0	-1.0	-1.0	-1.0	-1.0	5.8
1976-77 to 1977-78	5.2	5.4	5.3	5.4	5.3	-1.4	-1.2	-1.3	-1.2	-1.3	6.7
1977-78 to 1978-79	5.6	5.8	5.9	6.0	5.8	-3.5	-3.3	-3.2	-3.1	-3.3	9.4
1978-79 to 1979-80	7.5	7.0	6.8	6.4	7.1	-5.1	-5.6	-5.7	-6.1	-5.5	13.3
1979-80 to 1980-81	8.8	8.5	8.8	8.6	8.7	-2.5	-2.8	-2.7	-2.7	-2.6	11.6
1980-81 to 1981-82	9.0	8.8	9.1	8.2	9.0	0.3	0.2	0.4	-0.3	0.3	8.7
1981-82 to 1982-83	6.3	6.3	6.8	6.7	6.4	1.9	1.9	2.4	2.3	2.2	4.3
1982-83 to 1983-84	4.6	4.4	5.0	5.1	4.7	0.9	0.7	1.2	1.2	1.0	3.7
1983-84 to 1984-85	6.7	6.4	6.6	6.2	6.6	2.6	2.4	2.6	2.2	2.6	3.9
1984-85 to 1985-86	6.1	5.9	6.2	5.9	6.1	3.0	2.8	3.1	2.8	3.0	3.0
1985-86 to 1986-87	6.0	5.8	5.7	4.9	5.9	3.8	3.5	3.4	2.6	3.6	2.2
1986-87 to 1987-88	5.0	4.8	4.9	3.8	4.9	0.9	0.7	0.8	-0.3	0.8	4.1
1987-88 to 1988-89	5.8	6.7	6.0	5.3	5.8	1.1	1.9	1.2	0.6	1.1	4.7
1988-89 to 1989-90	6.3	6.3	6.3	5.4	6.1	1.4	1.4	1.4	0.6	1.2	4.8
1989-90 to 1990-91	5.5	5.3	5.5	5.0	5.4	-0.5	-0.7	-0.5	-0.5	-0.6	6.0*
CONTINUING FACULTY											
1971-72 to 1972-73	4.7	5.7	5.9	6.3	5.5	0.7	1.6	1.8	2.2	1.4	4.0
1972-73 to 1973-74	5.4	6.3	6.5	7.0	6.1	-3.2	-2.4	-2.2	-1.7	-2.6	8.9
1973-74 to 1974-75	6.7	7.4	7.9	8.7	7.4	-4.1	-3.3	-2.3	-2.2	-4.1	11.1
1974-75 to 1975-76	7.1	7.7	8.0	8.5	7.6	0.0	0.6	0.8	1.3	0.5	7.1
1975-76 to 1976-77	6.2	6.8	7.2	7.4	6.7	0.4	0.9	1.6	1.5	0.9	5.8
1976-77 to 1977-78	5.9	6.0	5.9	5.9	5.9	-0.7	-0.7	-0.7	-0.7	-0.7	6.7
1977-78 to 1978-79	6.9	7.6	8.0	8.4	7.4	-2.3	-1.6	-1.3	-0.9	-1.8	9.4
1978-79 to 1979-80	7.8	8.2	8.7	8.9	8.1	-4.9	-4.5	-4.1	-3.9	-4.6	13.3
1979-80 to 1980-81	9.6	10.0	10.6	10.6	10.0	-1.8	-1.4	-0.9	-0.9	-1.4	11.6
1980-81 to 1981-82	9.4	10.0	10.7	10.6	9.9	0.6	1.2	1.6	1.7	1.1	8.7
1981-82 to 1982-83	7.5	7.8	8.5	8.3	7.9	3.1	3.4	4.0	3.8	3.5	4.3
1982-83 to 1983-84	5.4	5.7	6.3	5.9	5.7	1.6	1.9	2.5	2.1	1.9	3.7
1983-84 to 1984-85	6.7	7.2	7.8	7.9	7.1	2.7	3.2	3.8	3.8	3.1	3.9
1984-85 to 1985-86	7.0	7.4	7.9	7.6	7.3	3.9	4.3	4.8	4.5	4.2	3.0
1985-86 to 1986-87	6.3	6.7	7.0	6.5	6.6	4.0	4.4	4.7	4.2	4.2	2.2
1986-87 to 1987-88	6.1	6.6	7.1	6.9	6.5	1.9	2.4	2.9	2.7	2.3	4.1
1987-88 to 1988-89	6.4	7.1	7.6	7.4	6.8	1.6	2.3	2.8	2.6	2.0	4.7
1988-89 to 1989-90	6.9	7.4	7.8	7.5	7.3	2.0	2.5	2.9	2.6	2.4	4.8
1989-90 to 1990-91	6.1	6.8	7.2	7.0	6.6	0.1	0.8	1.1	0.9	0.6	6.0*

[1] Consumer Price Index obtained from the Bureau of Labor Statistics (CPI on standard academic year basis). The change in CPI for the months of February through June 1991 estimated. As soon as the information becomes available, this figure will be revised and published in a subsequent issue of *Academe*.

Notes: Monetary salary is salary measured in current dollars. The percentage increase in real terms is the percentage increase in monetary terms adjusted for the percentage change in the CPI. Figures under All Faculty represent change between salary levels from 1989–90 to 1990–91; figures under Continuing Faculty represent the average salary increase for faculty on staff both years.

One must caution, however, that these data end in 1987. As Table I indicates, real salary level increases for faculty during the last four years of the 1980s were substantially smaller than they were during the previous four years. Hence, it is unclear whether academic salaries in these fields have continued to rise relative to new doctorates' nonacademic alternatives in the years since 1987.

The future of academic salaries will depend upon the interplay of short-run and long-run forces. As calendar year 1991 begins, the nation's economy is in a recession and faces uncertainties associated with the conflict in the Middle East. Numerous state governments are facing substantial budget deficits and, given public resistance to higher taxes, only a few of them are considering raising taxes. To the extent that state budgets have to be balanced by expenditure cutbacks, the short-run prospects for substantial salary increases for faculty employed in public institutions seem quite dim. Almost 70 percent of full-time faculty are employed at public

TABLE II

Relative Median Salaries for New Doctoral Scientists, Social Scientists and Engineers[1]

Field/Year	1973	1975	1977	1979	1981	1983	1985	1987
Physical Sciences	.839	.819	.814	.770	.735	.710	.723	.789
Mathematical Sciences	–	.782	.787	.764	.736	.703	.759	.779
Computer Sciences	–	.898	.845	.831	.834	.915	.984	.922
Environmental Sciences	–	.800	.816	.753	.716	.718	.754	.838
Life Sciences	.917	.864	.879	.850	.824	.826	.838	.847
Psychology	.903	.874	.852	.861	.827	.807	.866	.846
Social Sciences	.811	.801	.791	.760	.775	.765	.762	.849
Engineering	.865	.864	.820	.833	.836	.847	.887	.940

[1] Ratio of median academic to median nonacademic salaries of doctorates with five years or less postdoctorate experience.

Source: Special tabulations prepared from the *Survey of Doctorate Recipients* by the Office of Scientific and Engineering Personnel, National Research Council.

institutions (Table 16), and state budgetary problems will therefore have a substantial effect on the academic profession at large.

In fact, these problems have already begun to hit home. For example, faculty employed in public institutions in three states—Arizona, Massachusetts, and Mississippi—received no salary increases this past year. This is reflected in this year's detailed statistics that follow, as is for some (but not all) institutions the fact that all faculty at public four-year colleges and universities in Virginia had their salaries reduced by 2 percent in December 1990 to help meet a budgetary shortfall in that state. To take another example, all full-time faculty at four-year SUNY campuses in the state of New York were required to defer one week of their 1990-91 salary. While this will be paid to them upon their retirement at their then-current rates of salary, this loss of one week's pay is equivalent to about a 2.5 percent reduction in salary (for faculty on nine-month contracts) in the current year. This loss of current earnings at the SUNY campuses is *not* reflected in the tables that follow.

Focusing on the short run leaves one pessimistic about the future of academic salaries. However, focusing on fundamental long-run forces leaves one more optimistic. Projections abound that substantial shortages of faculty with doctorates will occur starting in the mid-1990s and last through the first decade of the next century.[2] These shortages are projected to occur for two reasons. First, the demand for faculty will increase due to increasing retirements from an aging professoriate and projected expansions in college enrollments. Second, while the number of doctorates granted by U.S. universities has remained roughly constant in recent years, nonacademic job opportunities are increasingly available to new and experienced doctorates. Doctorate recipients are also increasingly likely to be foreign residents who are less likely than American doctorates to obtain academic appointments in the United States.

To the extent that these projections are accurate, academic institutions will be forced by competitive pressures to increase faculty salaries in an effort to attract and retain faculty. Market forces suggest, then, that once we get past the recession and the (hopefully) short-run fiscal problems that it has created for public institutions, the future for academic salaries is likely to be brighter.

Of course, this assumes that academic institutions will respond to shortages of faculty with doctorates by raising faculty salaries. If salaries of faculty with doctorates do rise substantially, institutions may respond by attempting to hire more faculty without doctorates who presumably are less expensive, on average, than faculty with doctorates.

Is this likely to occur? Many institutions used the relatively loose academic labor markets of the 1970s and early 1980s to increase the proportion of their faculty with doctorates. Data on the percentage of mathematics department faculty with doctorates, which are collected annually by the American Mathematical Society, are presented in Figure 1 for the 1970-71 to 1988-89 period and illustrate this point. During the two decades the percentage of mathematics faculty with doctorates in doctorate-granting institutions rose from 86.8 to 94.0 percent, in master's-degree-granting institutions from 54.6 to 75.0 percent, and in bachelor's-degree-granting institutions from 42.0 to 66.2 percent. Virtually all of the increase occurred during the 1970s; the percentages remained roughly constant throughout the 1980s.

Will institutions respond to the projected tightness in academic labor markets in the 1990s by reversing these trends? To do so would come in conflict with many institutions' aspirations. Such changes might also raise fundamental issues about how teaching and research are conducted in higher education. However, if increased use is made of faculty without doctorates, institutions will face less market pressure to raise faculty salaries during the 1990s.

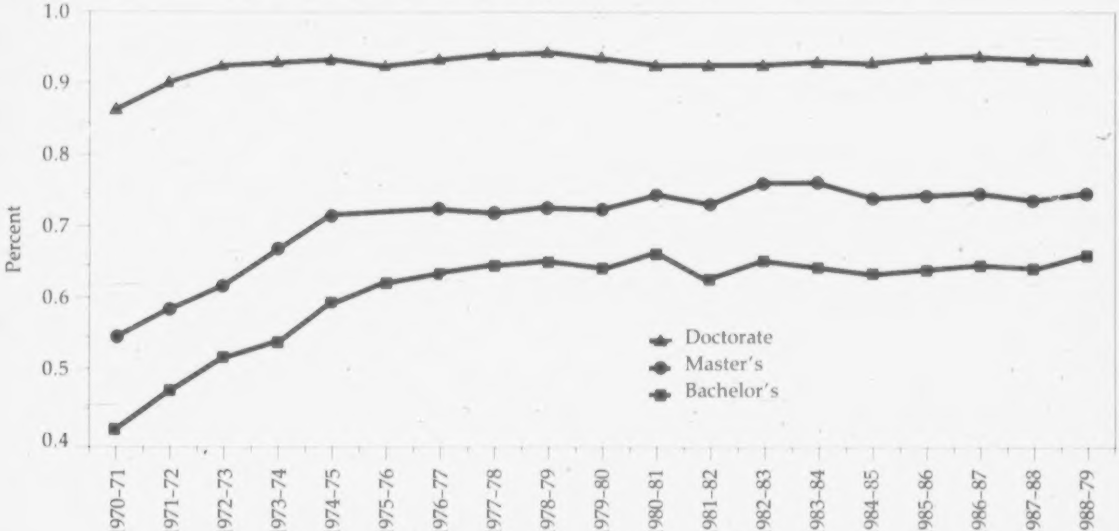
Pressure to raise faculty salaries is likely to be greatest when institutions are having difficulty attracting and retaining faculty. Faculty leave institutions voluntarily and involuntarily for many reasons including retirement, resignation to accept an alternative academic or nonacademic opportunity, and denial of tenure or nonrenewal of appointment. Clearly, faculty members' decisions, as well as institutional decisions and policies, influence the percentage of full-time faculty at an institution in one year who remain for the following year. Research suggests that differences in salaries across institutions is an important determinant of institutional differences in this *continuation* or *retention* rate.[3] Observing how these rates change over time, especially at the tenured ranks, pro-

---

[2] For discussions of the possibility of a forthcoming shortage of doctorates, see William G. Bowen and Julie Ann Sosa, *Prospects for Faculty in the Arts and Sciences* (Princeton University Press, Princeton, NJ: 1989) and Ronald G. Ehrenberg, "Academic Labor Supply," in Charles Clotfelter, Ronald Ehrenberg, Malcolm Getz, and John Siegfried, *Emerging Economic Challenges Facing Higher Education* (University of Chicago Press, Chicago, IL: forthcoming).

[3] See Ronald Ehrenberg, Hirschel Kasper, and Daniel Rees, "Faculty Turnover at American Colleges and Universities: Analyses of AAUP Data," *Economics of Education Review*, vol. 10, no. 2.

FIGURE 1
Proportion of Mathematics Department Faculty With Doctorates



Source: Author's calculations from data contained in the "Annual AMS-MAA Survey (First Report)." *Notices of the American Mathematical Society* (various issues). Data for master's degree-granting institutions in 1975-76 appear to be in error in the original source and are excluded

vides some evidence as to whether institutions are having increasing difficulty retaining faculty.

Table III provides information on the percentage of full-time faculty members remaining on staff for the 1989-90 to 1990-91 and 1988-89 to 1989-90 periods. These retention rates are computed for a sample of institutions that reported comparable data for the two periods and they are reported by category, affiliation and academic rank.

On balance, the overall faculty retention rate of 90.6 percent this year was slightly higher than the 90.3 percent rate reported here for last year. Retention rates rose slightly for most ranks in private-independent and church-related institutions but fell almost one percentage point for the rank of assistant professor in public institutions. Whether the latter reflects higher nonrenewal rates of contracts for nontenured faculty in public institutions, or increased voluntary departures in the face of the worsening economic climate faced by public institutions, cannot be determined from the data.

Not unexpectedly, retention rates in each category/affiliation class tend to be lowest in the predominantly nontenured instructor and assistant professor ranks and highest in the predominantly tenured associate and full professor ranks. A potential major cause of departures from the professor rank is retirement decisions. In the aggregate, the full professor

TABLE III

Percentage of Full-Time Faculty Members Remaining on Staff (Continuing Faculty), by Category, Affiliation, and Academic Rank, 1989-90 to 1990-91 and 1988-89 to 1989-90[1]

Academic Rank	Category:				Affiliation:			
	I	IIA	IIB	III	All	Publ.	Priv.	Ch.-Rel.
1990-91								
Professor	93.5	92.3	95.5	96.3	93.5	92.1	97.3	95.3
Associate	93.3	93.2	94.4	95.4	93.6	92.8	95.8	94.3
Assistant	86.1	86.4	86.5	92.4	86.6	86.0	87.9	87.3
Instructor	69.9	75.8	76.7	81.9	75.0	75.3	68.8	78.5
All Combined	90.7	89.9	90.7	92.7	90.6	89.7	93.2	91.2
1989-90								
Professor	92.2	93.0	94.5	96.6	92.9	92.1	94.7	95.1
Associate	93.1	93.9	94.3	95.4	93.6	93.2	94.6	94.6
Assistant	86.3	86.9	85.9	91.2	86.6	86.8	86.4	86.0
Instructor	66.2	75.2	75.0	82.8	73.2	73.3	70.0	75.2
All Combined	90.0	90.6	90.1	92.5	90.3	90.0	91.4	90.6

[1] Sample includes 1,541 institutions reporting comparable data both years.

retention rate rose from 92.9 percent in 1989-90 to 93.5 percent in 1990-91, so, on balance, increased retirements of older faculty have not yet adversely affected retention rates for full professors.

The future is likely to bring not only changes in the levels of faculty salaries but also changes in the pattern of disciplinary salary differences. As has been documented previously in *Academe* (see Hamermesh, May-June 1988), disciplinary salary differences are currently large and also have been increasing over time.

Evidence to confirm these latter points is presented in Table IV. This table shows the average salary levels in 1989-90 and 1983-84 for full-time faculty, by rank, for twenty fields, as well as the percentage changes in average salaries by field during that period. The data in this table come from a constant sample of fifty institutions which have provided data every year since 1983-84 for the Faculty Salary Survey by Disciplines of Institutions belonging to the National Association of State Universities and Land-Grant Colleges (NASULGC), conducted by the Office of Institutional Research, Oklahoma State University.

Average full-professor salaries in 1989-90 for this set of institutions ranged from a low of $46,201 in the performing arts to a high of $80,458 in law. At the assistant professor level, salaries similarly ranged from $28,212 in the former field to $51,573 in the latter. Furthermore, the differentials between salaries in the two fields have widened in recent years. For example, average salaries of assistant and full professors in law increased by 46.5 and 49.9 percent, respectively, between academic years 1983-84 and 1989-90. The comparable increases in the average salaries of performing arts faculty were 35.1 and 35.7 percent, respectively, during the same period.

More generally, the pattern of widening dispersion of faculty salaries by field can be seen in the following comparisons: in 1983-84, the average salary, across fields, of full professors in the ten highest paying fields was $42,662 and that of full professors in the ten lowest paying fields was $39,583. The former's average rate of salary growth between 1983-84 and 1989-90 was about 46.0 percent, while the latter's was 41.1 percent. So, full professors in higher-paying fields in 1983-84 gained relative to their colleagues in lower-paying fields during the six-year period

Similarly, while associate and assistant professors from the ten highest paying fields in 1983-84 saw their average salary levels rise by 41.4 and 44.0 percent, respectively, by 1989-90, the comparable rates of increase of average salary levels for associate and assistant professors from the ten lowest paying fields during that period were 38.6 and 40.4 percent, respectively. Faculty in these ranks in higher-paying fields in 1983-84 thus also gained relative to their lower-paid colleagues in other fields during that period.

Is the pattern of widening differentials by field likely to persist into the future? To the extent that differences in salaries across fields reflect relative demand and supply patterns, how these variables change over time will determine the answer to this question. One major study has recently projected that, within the arts and sciences, forthcoming shortages of doctorates are likely to be larger in the humanities and social sciences than they will be in other fields. As such, one might expect to observe greater upward pressures on salaries in these fields in the future than on salaries in other arts and science fields. Since the humanities fields (foreign language, letters, performing arts, and philosophy and religion) are among the lowest-paying fields listed in Table IV, such pressures may well lead to a reduction in the dis-

TABLE IV

Average Salary Levels, 1989-90 and 1983-84, and Percentage Change from 1983-84 to 1989-90 for Upper Three Ranks in Major Fields[1]

	1989-90 Salary			1983-84 Salary			Percentage Change		
Field	Prof.	Assoc.	Asst.	Prof.	Assoc.	Asst.	Prof.	Assoc.	Asst.
AgriBusiness	51,349	39,673	34,048	36,699	28,538	23,998	39.9	39.0	41.9
Architecture	52,166	39,581	33,191	37,089	29,314	23,953	40.7	35.0	38.6
Business & Mgmt.	66,371	51,438	47,705	43,845	34,436	30,224	51.4	49.4	57.8
Communications	51,707	38,645	32,236	36,709	28,026	23,096	40.9	37.9	39.6
Computer & Info.	66,359	51,356	44,031	44,554	34,790	29,992	48.9	47.6	46.8
Education	50,098	38,808	31,045	36,025	28,016	22,504	39.1	38.5	38.0
Engineering	64,332	49,243	43,036	42,708	33,077	29,450	50.6	48.9	46.1
Foreign Languages	50,489	36,459	29,402	37,299	26,970	21,223	35.4	35.3	38.5
Health Sciences	67,756	49,933	41,239	44,348	34,286	27,825	52.8	45.6	48.2
Home Economics	49,865	37,823	31,537	35,857	27,892	22,896	39.1	35.6	37.7
Interdisc. Studies	56,620	38,143	29,582	36,951	25,285	20,679	53.2	50.9	43.1
Law	80,458	56,013	51,573	53,670	39,136	35,203	49.9	43.1	46.5
Letters	51,351	36,515	29,420	36,944	26,641	21,048	39.0	37.1	39.8
Library Sciences	55,514	36,668	32,773	37,262	29,743	23,848	49.0	30.0	37.4
Mathematics	55,611	40,194	33,537	39,231	28,868	23,248	41.8	39.2	44.3
Performing Arts	46,201	35,045	28,212	34,204	25,864	20,783	35.1	35.5	35.7
Philosophy & Rel.	52,503	36,516	29,200	37,318	27,318	21,950	40.5	33.7	33.0
Physical Sciences	57,754	40,543	34,032	40,519	29,404	24,404	42.5	37.9	39.5
Psychology	55,559	38,254	31,628	38,999	27,653	21,437	42.5	38.3	47.5
Public Affairs	54,892	41,506	33,208	39,684	30,256	24,236	38.3	37.2	37.0
Social Sciences	55,086	38,864	31,467	39,064	28,229	22,585	41.0	37.7	39.3

[1] Special tabulations based on a constant sample of fifty institutions providing data for the Faculty Salary Survey by Discipline of Institutions belonging to National Association of State Universities and Land-Grant Colleges, conducted by the Office of Institutional Research, Oklahoma State University.

persion of faculty salaries across fields during the next decade.

Data on faculty salaries by field for 1990-91 for full professors and new assistant professors are shown in Table V. These data are averages for all institutions who responded to the NASULGC survey this year, not for the constant sample used in the previous table.

Detailed Statistics

The data in Table 1 show that while, overall, the average increase in salary levels was 5.4 percent at institutions with faculty ranks, it was least at category III (two-year colleges with ranks) and highest at category IIB (general baccalaureate) institutions. The average increase in salary levels at public institutions was 5.1 percent, about one percentage point lower than the 6.2 and 6.1 percent average increases reported at private-independent and church-related institutions, respectively. The tendency for average salary levels to increase by less at public than at private-independent institutions exists for all categories of institutions with ranks, with the gap being largest at the category I doctoral-level institutions, where the respective average increases in salary levels were 5.1 and 6.3 percent, respectively. This marks the third year in succession that salary levels have increased by less at public than at private institutions.

Average salary levels at an institution change from one year to the next for two reasons. First, the composition of the faculty changes as some faculty leave the institution involuntarily due to denial of tenure or reappointment, some leave the institution voluntarily to accept appointments elsewhere in the academic or nonacademic sectors, and some depart due to retirement, disability, or death. Those who do leave may be replaced by new faculty in the same or different fields, and the salaries of the latter are not necessarily the same as those of the faculty they replace. Second, salary increases are granted to faculty who remain with the institution over the two-year period. To isolate that factor, Table 1 also reports data on the average percentage increases in salaries for continuing faculty. If colleges and universities tend to replace departing faculty by lower-salaried new faculty, the average percentage increase in salaries for continuing faculty will be larger than the percentage change in average salaries.

The average percentage increase in salaries for continuing faculty with rank this year was 6.6 percent, which is 0.7 percentage points lower than the 7.3 percent average salary increase for continuing faculty that took place last year. Continuing faculty at public institutions received smaller increases than did continuing faculty at private-independent institutions and, save for those at category III institutions, than did continuing faculty members at church-related institutions. As is now usual, average percentage salary increases for continuing professors tend to be smaller than average percentage increases for continuing assistant professors.

Table 2 provides information on the percentage distributions of institutions and number of faculty by average increase in salary levels from 1989-90 to 1990-91. Table 3 pro-

TABLE V

Average Salary Levels for Full Professors and New Assistant Professors, by Field, 1990-91, and Percentage Change, 1989-90 to 1990-91[1]

Field	Average Salary	Percent Change	Average Salary	Percent Change
	FULL PROFESSOR		NEW ASSISTANT	
Agricultural Sciences	53,269	4.4	33,471	3.8
Architecture	56,749	6.4	32,602	1.8
Area Studies	59,590	6.8	31,047	5.9
Biology	58,976	9.2	34,476	7.8
Business	71,873	8.1	52,553	9.4
Communications	54,951	5.4	32,774	6.1
Computer & Info.	70,616	5.4	43,998	8.2
Education	53,130	4.8	31,289	6.6
Engineering	69,586	6.5	43,987	5.1
Fine Arts	50,587	8.0	29,140	9.3
Foreign Languages	55,221	5.0	30,036	11.9
Home Economics	54,026	7.2	33,252	6.8
Interdisc. Studies	62,066	7.8	33,376	21.0
Law	83,383	5.7	49,129	13.1
Letters	55,601	4.7	29,748	7.8
Library Sciences	60,565	7.1	34,981	9.1
Mathematics	60,766	6.2	34,779	5.8
Philosophy	57,519	6.5	28,358	1.6
Physical Sciences	62,669	6.0	34,692	2.0
Psychology	60,015	6.0	33,883	7.6
Public Affairs	58,283	4.9	33,962	8.8
Social Sciences	60,182	6.3	32,871	7.6
All Major Fields	61,475	6.0	37,511	9.8

[1] Taken from the 1990-91 Faculty Salary Survey by Discipline of Institutions belonging to National Association of State Universities and Land-Grant Colleges, conducted by the Office of Institutional Research, Oklahoma State University.

vides similar information for average increases in salary for continuing faculty. The latter table provides some insights as to why public institutions fared as poorly as they did compared to the private independents this year. While 64.1 percent of all public institutions provided average salary increases for their faculty of at least the rate of inflation, 6 percent, over 75 percent of private institutions provided such increases. In contrast, while 12.1 percent of public institutions provided continuing faculty with salary increases of 4 percent or less, only 6.8 percent of private independent institutions granted increases in this range.

Salary and compensation levels by category and affiliation are reported in Table 4. The average salary level in 1990-91 for all faculty, with rank, is $43,720. The overall average salary for professors is about 35 percent higher than that for associate professors, which in turn is about 21 percent more than the average salary for assistant professors. The relative differences between full professor and assistant professor salaries are largest among four-year institutions at category I doctorate-level institutions and smallest at the category IIB colleges. Average salary levels are higher at the category I (doctoral-level) institutions than they are at the category IIA (comprehensive) institutions and higher at the latter than they are at the category IIB (general baccalaureate) and category III (two-year colleges with ranks) institutions.

Average compensation for all faculty with rank is $54,200. Both average salary and compensation levels are higher at the private-independent institutions than the public ones, with the relative difference being somewhat higher for compensation. One consequence of the continuing smaller average percentage increases for continuing faculty at public institutions is that among category I institutions, average salary and average compensation levels of the faculty at private-independent institutions are now about 20 and 22 percent higher, respectively, than the comparable figures for faculty at public institutions. These differences are slightly more pronounced at the full professor level and one suspects that public doctoral-level institutions are increasingly having difficulty attracting and retaining faculty in the competition with their private sector counterparts.

At other category institutions, public/private-independent differentials are much smaller, and in category III, faculty at public institutions actually tend to receive higher salary and compensation levels than faculty at private institutions. On balance, salary and compensation for faculty are lower at church-related institutions than they are at public or private-independent institutions, although for category I institutions, faculty at church-related and public institutions tend to fare about the same.

Average salaries for male and female faculty by category, affiliation and academic rank are shown in Table 5. Average salaries for men are generally higher than those for women. The average salary of male full professors is $57,080, which is about 13 percent more than the average salary for female full professors of $50,530. The relative differences in average salaries for male and female associate and assistant professors are approximately 8 and 9 percent, respectively. These percent differences are virtually identical to the comparable differences reported in last year's report.

Differences in the average salaries of male and female faculty of a given rank nationally reflect numerous factors. These include difference in the distributions of male and female faculty across categories of institutions, across institutions of different affiliations within a category, across high-paying and low-paying institutions within a given category/affiliation group, across high-paying and low-paying fields within each institution, and across experience cohorts within a field within each institution. Some data that dealt with the role of differences in experience, as proxied by age, in explaining gender differentials in salary were presented in last year's report.

Here we focus on the role of the distributions of male and female faculty across categories of institutions. The average salaries of male professors, associate professors, and assistant professors exceeded the comparable average salaries of female professors, associate professors, and assistant professors by 11, 6, and 10 percent respectively at category I institutions; by 4, 5, and 6 percent respectively at category IIA institutions; by 7, 6, and 4 percent respectively at category IIB institutions; and by 6, 8, and 6 percent respectively at category III institutions. In the main, these gender differentials within categories for each rank are smaller than the comparable overall gender differentials by rank, which suggest that female faculty are more heavily concentrated than male faculty in lower-paying institutional categories. Data presented below in Table 16 confirm that this is indeed the case.

The importance of region as a determinant of nominal average salaries is highlighted in Table 6. Although the Pacific region continues to pay the highest overall average salary for faculty with rank, among category I doctoral-level institutions the highest average salaries continue to be paid in the New England region. A greater share of doctoral institutions in the New England region are private institutions, and given that private doctoral-level institutions tend to pay more than public ones (Table 4), this may at least partially explain the latter finding.

The regional differences in average overall salary that exist continue to be larger than one might expect based on simple cost-of-living differences. The overall average salary of $50,450 in the Pacific region is about 32 percent higher than the overall average of $38,570 paid in the East South Central Region. This difference is somewhat smaller than last year's difference of 35 percent. The data presented in Table 7 on average compensation by rank tell the same story.

In recent years, a number of AAUP members have expressed concern that the data reported on mean salaries in Committee Z's annual report may not provide an accurate representation of the salaries received by the "typical" faculty member. Their concern is that a small number of very highly paid "stars" in some departments, or the existence of a few fields within an institution in which salaries are very high because of the need to attract and retain faculty who have good nonacademic alternatives (for example, law and business), may cause the reported mean salary in a rank to be higher than what the "typical" faculty member in the rank receives.

One way to address this issue is to report data also on median salaries—the average across institutions of the salaries of the individuals who are in the middle of each institution's faculty salary distribution. This is done in Table 8 by category, affiliation, and academic rank for the approximately 60 percent of institutional respondents to this year's survey that also provided data on the distributions of individual faculty salaries by rank (in intervals), and for which we were thus able to calculate median salaries. Because the data in Table 8 come from only about 60 percent of all institutional respondents, the mean salary levels reported in Table 8 differ slightly from the mean salaries reported in Table 4 for the entire sample.

The overall mean salary level for faculty with ranks in these institutions is $44,000, which is about 6 percent higher than the overall median faculty salary of $41,500. However, the percentage difference varies substantially across categories, institutional affiliations, and ranks. The overall mean salary exceeds the comparable median salary at public, private-independent, and church-related institutions by about 5, 11, and 12 percent, respectively. The differential is about 4 percent for professors, 2 percent for associate professors, and 4 percent for assistant professors. Moreover, while for faculty of all ranks at category I institutions the mean salary exceeds the median salary by almost 7 percent, the comparable differentials for categories IIA, IIB, and III institutions are less than 1 percent, 0 percent, and about 2 percent, respectively. Finally, within category I institutions, the differential is highest at private-independent (7 percent) and church-related (over 22 percent) institutions.

The actual percentile distributions of institutions, by average salary and average compensation for each category and rank, are displayed in Table 9. These data show, for example, that institutions which are in the 80th percentile, or top fifth of all institutions by average salary, and are rated 1 in the appendix that follows, must have average salaries for professors of at least $69,400 in category I, $55,800 in category IIA, $47,600 in category IIB, and $47,700 in category III. To achieve a comparable rating of 1 on average compensation, this table indicates that an institution's average compensation for full professors in each of the categories would have to be at least $84,700; $70,100; $59,700; and $60,900, respectively.

Table 10 presents data on the average dollar cost to institutions of faculty benefits, and data on these costs as a percentage of salary, by benefit category. These data are presented in two different ways. First, as has historically been done in this report, the data are presented per faculty member. So, for example, the average institutional cost of tuition benefits was $346 per faculty member in 1990–91. This number, however, gives a misleading estimate of the cost per faculty recipient, because only a minority of faculty at an institution take advantage of the tuition benefit at a point in time. Second, therefore, this year we also report the institutional cost of benefits per faculty recipient. The average institutional cost of tuition benefits per faculty recipient was $2,983 this year.

The average institutional cost per faculty member is lower than the average institutional cost per faculty recipient for each of the benefit categories because faculty members' participation in each of the benefit programs is less than 100 percent. By dividing the cost per faculty member by the cost per participant for each program, one can infer the fraction of faculty participating in the program. So, for example, about 96 percent of all faculty participate in medical insurance programs in which institutions bear at least part of the cost.

In 1990–91, the average institutional costs per faculty member of these major faculty benefits is $10,498, which represents 24.0 percent of the average faculty salary. In 1989–90, major benefits represented 23.4 percent of the average faculty salary. Since benefits increased as a share of salary this year, average faculty compensation also increased at a rate somewhat faster than did average faculty salary.

By far the three most important categories of benefits are retirement, social security, and medical insurance, which together represent almost 90 percent of faculty benefit costs. Average institutional costs for faculty medical insurance rose from $2,154 last year to $2,439 this year, an increase of over 13 percent. Continued high rates of increase in institutional costs for faculty medical insurance and other major faculty benefits invariably will have a depressing effect on the size of salary increases that academic institutions are willing to grant faculty.

According to the data reported in Table 11, the percentage of faculty with tenure at institutions with faculty ranks is somewhat higher at public institutions (65 percent) than it is at private-independent or church-related institutions. In the aggregate the percentage of male faculty with tenure is about 70 percent and the proportion of female faculty is about 45 percent. The former figure is the same as last year's figure while the latter figure is slightly lower than last year's. The latter decline is due primarily to a decrease in the proportion of female assistant professors with tenure, which may reflect that proportionately more females are being hired as new (nontenured) assistant professors.

Of great concern to the profession is the proportion of faculty with tenure-track appointments. Table 12 reports that this year 93 percent of male full-time faculty and 81 percent of female full-time faculty held tenure-track positions. Both of these numbers are slightly higher than the comparable numbers reported last year. A greater percentage of assistant professors, 88, are on tenure track appointments this year than the 86 percent who were on such appointments last year.

Table 13 gives the distribution of faculty members by rank. The rank distribution of faculty varies considerably across institutional categories and types of affiliation. In the aggregate there are more assistant than full professors at category IIB general baccalaureate institutions, while the relationship is the reverse in the doctoral-level category I institutions. Over 45 percent of faculty at private-independent category I institutions are full professors.

Much of the data in earlier tables is summarized in a somewhat different manner in Table 14. This table compactly summarizes salary compensation, benefit, and tenure data in a number of ways. The large number of faculty for whom data is reported in this table—some 356,740 in total—reflects the very high response rate obtained in this year's survey. As described in Table 15, over 87 percent of surveyed institutions responded this year, with the response rate varying from 96 percent for category I institutions to about 79 percent for category III institutions.

Table 16 reports the distributions of faculty by gender, category, and institutional affiliation. The percentage of all full-time faculty that are female has risen slightly from 27.4 last year to 28.3 this year, and small increases in this female percentage also occurred in the aggregate in each of the professor, associate professor, and assistant professor ranks. While similar small increases occurred in the percentages of professors, associate professors, and assistant professors that are female at category I, category IIA, and category IIB institutions, on balance female faculty remain under-represented in the higher-paying category I institutions.

The final appendix table presents data on full-time faculty employment and average salary levels in preclinical departments of medical schools by department, affiliation, and academic rank. These data come from a source other than our own survey. Data in this table are reported on a 12-month basis because the majority of preclinical faculty are on 12-month appointments.

THE COMMITTEE

The number of institutions that responded to this year's survey is the largest in recent memory. The committee is very pleased that so many institutions participated in the survey; high response rates and the accuracy of the data give this report the credibility and respect that it continues to enjoy in the academic community. We are aware of the many requests for information institutional officers receive and are particularly grateful to those who completed our questionnaire (Form MEA22) sent to them by Maryse Eymonerie Associates, which conducts the AAUP Annual Survey.

A special note of appreciation is due to those institutions that responded to the survey questions on the distribution of their faculty by salary levels. This information permitted us to construct Table 8 in the report, which contrasts mean and median salary levels. These tabulations were done in response to comments received from both faculty members and administrators. Committee Z is always interested in receiving suggestions concerning the Annual Report. Similarly we welcome suggestions as to additional issues relevant to the economic status of the profession that we might address. Suggestions can be directed to the committee chair or any member.

It is a pleasure to express the committee's appreciation of Maryse Eymonerie. Over the years, each new chair of Committee Z has quickly grown to appreciate the magnitude of Maryse's efforts and how much she means to the success of our survey. I am no exception.

Finally, I want to express my personal appreciation to the other members of Committee Z for their generous participation in and contributions to the work of the committee: Susan Vroman (Georgetown University), Daniel Hamermesh (Michigan State University), and Debra Barbezat (Amherst College). Hirschel Kasper (Oberlin College), my predecessor as chair of the committee, provided invaluable advice to me and attended our Committee Z meeting, as did Barbara Bergmann and Ernst Benjamin. Louise Russell (Rutgers), an economist with expertise in health cost issues, has recently been appointed to Committee Z, and we look forward to her participation in our activities.

Ronald G. Ehrenberg (Economics)
Cornell University
Chair, Committee Z on the
Economic Status of the Profession

TABLE 1

Percentage Change in Salary Levels and Percentage Increase in Salary for Continuing Faculty, by Category, Affiliation, and Academic Rank, 1989–90 to 1990–91[1]

Academic Rank	All Combined	Public	Private Independent	Church-Related	All Combined	Public	Private Independent	Church-Related
	SALARY LEVELS				CONTINUING FACULTY			
CATEGORY I (Doctoral-Level)								
Professor	5.5	5.2	6.5	5.3	6.0	5.8	6.6	5.8
Associate	5.1	4.9	5.9	5.4	6.5	6.3	7.4	6.7
Assistant	5.2	4.8	6.4	6.6	6.9	6.6	7.9	7.0
Instructor	4.9	5.3	3.9	1.9	6.8	6.8	6.8	7.5
All Ranks	5.4	5.1	6.3	5.6	6.3	6.1	7.0	6.4
CATEGORY IIA (Comprehensive)								
Professor	5.4	5.3	5.5	6.4	6.2	6.0	6.4	7.8
Associate	5.5	5.2	6.1	6.9	7.1	7.0	7.1	7.8
Assistant	5.7	5.4	6.3	6.6	7.3	7.1	7.5	8.3
Instructor	4.8	4.6	4.7	7.6	7.0	6.8	7.6	7.8
All Ranks	5.5	5.3	5.9	6.6	6.7	6.5	6.9	7.9
CATEGORY IIB (General Baccalaureate)								
Professor	5.9	5.5	6.1	6.0	6.8	6.0	7.4	6.7
Associate	5.8	5.6	6.0	5.8	7.3	6.7	7.9	7.1
Assistant	6.1	5.7	6.3	6.2	7.7	6.5	8.8	7.5
Instructor	6.2	6.1	5.8	6.5	7.3	6.8	7.9	7.4
All Ranks	6.0	5.6	6.1	6.0	7.2	6.4	7.9	7.0
CATEGORY III (Two-Year Colleges with Ranks)								
Professor	4.4	4.3	6.6	9.6	6.5	6.4	6.7	7.9
Associate	4.3	4.3	5.6	4.8	7.2	7.1	7.7	6.4
Assistant	4.5	4.5	6.1	4.3	7.1	7.1	7.6	6.1
Instructor	4.2	4.1	5.8	9.2	7.1	7.1	6.9	6.4
All Ranks	4.4	4.3	5.1	6.4	6.9	6.9	7.3	6.8
CATEGORY IV (Two-Year Colleges without Ranks)								
No Rank	5.4	5.4	5.2	3.2	6.0	6.0	7.6	4.9
ALL CATEGORIES COMBINED EXCEPT IV								
Professor	5.5	5.2	6.2	6.0	6.1	5.9	6.7	6.7
Associate	5.3	5.0	6.0	6.0	6.8	6.6	7.5	7.2
Assistant	5.5	5.1	6.4	6.4	7.2	6.8	8.1	7.6
Instructor	5.0	4.8	4.9	6.4	7.0	6.8	7.5	7.5
All Ranks	5.4	5.1	6.2	6.1	6.6	6.3	7.2	7.1

[1] Sample includes 1,754 and 1,371 institutions, respectively. The All Ranks figures include the rank of Lecturer and the category No Rank used by a relatively small number of institutions. For definition of categories, see Explanation of Statistical Data preceding Appendix I.

TABLE 2

Percentage of Distributions of Institutions and Number of Faculty by Average Increase in Salary Levels, by Category and Affiliation, 1989–90 to 1990–91[1] (Percentages Cumulated Downward)

Percentage Increases	All Combined	Public	Private Independent	Church-Related	All Combined	Public	Private Independent	Church-Related
	INSTITUTIONS				FACULTY MEMBERS			
15 percent & over	1.3	1.3	1.1	1.5	0.6	0.5	0.4	0.2
14 percent & over	2.0	1.8	2.3	2.0	1.0	1.0	0.7	1.2
13 percent & over	2.9	2.8	2.9	3.2	1.4	1.5	0.8	1.7
12 percent & over	4.1	3.7	4.3	4.5	2.0	2.0	1.5	2.9
11 percent & over	5.4	5.7	4.9	5.5	3.7	4.4	1.6	3.4
10 percent & over	7.4	6.8	7.2	8.4	5.1	5.5	3.1	5.3
9 percent & over	11.4	9.6	12.3	13.4	8.7	8.8	6.7	11.0
8 percent & over	17.5	13.5	18.6	22.6	12.9	11.7	13.7	18.7
7 percent & over	27.6	21.0	31.2	34.5	23.2	19.4	29.2	35.6
6 percent & over	42.8	35.6	49.6	47.9	41.0	35.9	52.5	53.4
5 percent & over	61.8	56.7	68.8	63.5	65.0	60.5	79.0	69.5
4 percent & over	74.1	70.4	79.4	75.2	78.7	76.0	87.1	81.3
3 percent & over	83.3	81.0	86.2	84.4	86.5	84.1	93.7	89.5
2 percent & over	89.4	89.1	88.8	90.3	93.5	93.0	94.9	93.9
1 percent & over	92.5	92.7	91.7	92.8	95.6	95.0	98.0	95.5
Below 1 percent	7.5	7.3	8.3	7.2	4.4	5.0	2.0	4.5
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

	I	IIA	IIB	III	IV	I	IIA	IIB	III	IV
	INSTITUTIONS					FACULTY MEMBERS				
15 percent & over	–	1.9	1.0	2.3	4.6	–	0.7	1.0	0.6	4.0
14 percent & over	0.6	2.2	2.0	2.8	4.9	0.6	0.7	1.4	0.8	4.1
13 percent & over	0.6	3.0	3.0	4.7	5.3	0.6	2.1	2.2	2.7	5.1
12 percent & over	1.1	3.8	4.5	5.6	6.3	0.8	4.2	3.6	3.2	6.5
11 percent & over	2.3	5.4	5.9	6.1	8.2	2.7	5.1	4.8	3.4	10.3
10 percent & over	2.8	7.3	8.6	7.5	11.2	3.6	8.1	7.1	5.1	12.9
9 percent & over	6.8	11.1	13.4	9.8	16.4	7.7	12.1	10.9	6.0	16.9
8 percent & over	9.7	15.1	21.9	15.0	21.1	10.7	22.2	19.5	13.6	20.7
7 percent & over	19.9	27.0	32.5	20.6	29.3	21.0	41.0	29.7	20.7	29.5
6 percent & over	40.9	44.0	46.9	30.5	39.8	40.8	72.3	46.0	31.5	39.2
5 percent & over	64.8	64.5	64.2	47.8	55.3	64.2	83.3	67.4	52.2	54.9
4 percent & over	79.5	76.4	76.1	60.0	64.5	80.2	89.4	79.6	63.1	66.8
3 percent & over	86.9	83.7	85.3	74.1	74.7	87.0	95.8	89.9	73.9	76.7
2 percent & over	94.3	89.4	90.3	83.0	80.9	95.8	99.2	93.8	84.5	83.0
1 percent & over	97.7	91.8	92.7	88.6	86.8	98.1	99.6	95.6	88.3	86.4
Below 1 percent	2.3	8.2	7.3	11.4	13.2	1.9	0.4	4.4	11.7	13.6
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

---

[1] Sample includes 1,771 institutions reporting comparable data both years. For definition of categories, see Explanation of Statistical Data preceding Appendix I.

TABLE 3

Percentage Distributions of Institutions and Number of Faculty by Average Increase in Salary for Continuing Faculty, by Category and Affiliation, 1989–90 to 1990–91[1] (Percentages Cumulated Downward)

Percentage Increases	All Combined	Public	Private Independent	Church-Related	All Combined	Public	Private Independent	Church-Related
	INSTITUTIONS				FACULTY MEMBERS			
15 percent & over	0.7	1.0	0.7	0.3	0.3	0.4	0.2	0.1
14 percent & over	0.9	1.0	1.0	0.6	0.4	0.4	0.3	0.3
13 percent & over	2.3	1.9	3.7	1.5	1.1	0.8	1.8	1.3
12 percent & over	3.7	3.8	4.4	3.0	2.0	2.1	2.0	2.0
11 percent & over	5.7	4.4	8.2	5.3	3.4	3.0	3.8	4.5
10 percent & over	10.7	8.1	15.0	10.7	8.2	7.9	8.9	8.7
9 percent & over	17.2	12.5	23.8	18.1	11.9	9.5	17.4	16.6
8 percent & over	26.4	19.0	36.4	28.2	19.9	15.3	29.8	29.8
7 percent & over	46.2	39.7	56.5	46.6	41.2	35.2	55.4	51.8
6 percent & over	67.4	64.1	75.5	65.0	67.9	62.8	81.8	74.5
5 percent & over	82.5	78.5	90.5	81.3	80.7	75.4	94.5	88.6
4 percent & over	90.2	87.9	93.2	90.8	87.7	84.3	95.2	95.2
3 percent & over	95.9	95.8	96.6	95.3	95.9	95.3	97.1	97.0
2 percent & over	97.6	98.5	97.6	96.1	99.0	99.2	99.4	97.3
1 percent & over	98.4	99.2	98.3	97.3	99.3	99.6	99.4	97.8
Below 1 percent	1.6	0.8	1.7	2.7	0.7	0.4	0.6	2.2
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

	I	IIA	IIB	III	IV	I	IIA	IIB	III	IV
	INSTITUTIONS					FACULTY MEMBERS				
15 percent & over	–	1.0	0.8	0.7	1.2	–	0.7	0.5	0.1	1.6
14 percent & over	–	1.0	1.2	0.7	1.2	–	0.7	0.8	0.1	1.6
13 percent & over	–	2.6	2.3	3.4	1.9	–	2.1	1.5	2.6	3.7
12 percent & over	–	4.3	3.9	5.4	1.9	–	4.2	2.9	4.1	3.7
11 percent & over	2.1	6.3	6.4	5.4	3.1	1.4	5.1	5.3	4.1	4.7
10 percent & over	7.6	11.6	12.0	7.4	6.2	7.3	8.1	11.5	5.2	7.4
9 percent & over	9.7	16.2	19.8	17.6	12.4	8.4	12.1	20.4	14.3	12.8
8 percent & over	14.6	26.8	29.8	25.0	19.3	13.1	22.2	31.7	26.3	20.2
7 percent & over	36.8	46.4	48.1	48.6	29.2	36.4	41.0	50.0	53.6	28.7
6 percent & over	63.2	69.5	67.6	66.2	54.0	62.7	72.3	72.6	72.2	44.4
5 percent & over	78.5	83.4	83.1	82.4	75.8	76.6	83.3	86.9	81.6	67.3
4 percent & over	85.4	89.4	91.7	91.2	89.4	83.4	89.4	94.2	93.9	85.3
3 percent & over	94.4	95.7	96.3	95.9	93.2	95.0	95.8	97.8	97.0	89.4
2 percent & over	98.6	98.3	97.1	96.6	97.5	99.3	99.2	98.5	97.4	94.6
1 percent & over	98.6	99.3	97.7	98.6	99.4	99.3	99.6	98.9	99.5	95.8
Below 1 percent	1.4	0.7	2.3	1.4	0.6	0.7	0.4	1.1	0.5	4.2
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

---

[1] Sample includes 1,371 institutions reporting data on salary increases for continuing faculty. For definition of categories, see Explanation of Statistical Data preceding Appendix I.

TABLE 4

Average Salary and Average Compensation Levels, by Category, Affiliation, and Academic Rank, 1990–91[1]

Academic Rank	All Combined	Public	Private Independent	Church-Related	All Combined	Public	Private Independent	Church-Related
	SALARY				COMPENSATION			
CATEGORY I (Doctoral-Level)								
Professor	62,910	60,450	72,950	60,790	76,800	73,420	90,200	75,570
Associate	44,870	44,000	49,420	44,980	55,820	54,520	62,310	56,730
Assistant	37,820	36,980	41,640	38,030	47,000	46,000	51,640	46,960
Instructor	26,840	25,910	32,340	30,000	34,310	33,190	41,010	37,960
Lecturer	31,810	31,290	34,460	28,080	39,740	39,110	43,030	34,980
No Rank	30,690	30,160	34,340	27,640	38,380	37,330	44,290	37,410
All Ranks	49,320	47,650	57,320	47,520	60,790	58,550	71,260	59,290
CATEGORY IIA (Comprehensive)								
Professor	52,180	52,190	52,820	51,180	64,590	64,420	66,280	63,620
Associate	41,390	41.570	41,050	40,700	51,770	51,950	51,490	51,060
Assistant	34,160	34,460	33,020	33,950	42,780	43,290	40,730	42,480
Instructor	25,980	26,170	24,250	27,310	32,490	32,900	29,400	34,210
Lecturer	26,920	26,500	28,380	33,560	33,690	33,270	34,870	41,500
No Rank	31,810	32,470	30,450	33,370	39,090	39,510	38,150	40,470
All Ranks	41,830	42,170	40,730	41,010	52,090	52,460	50,810	51,220
CATEGORY IIB (General Baccalaureate)								
Professor	44,570	44,900	49,610	40,040	55,640	55,370	62,540	49,840
Associate	35,980	37,550	38,200	33,080	44,950	46,800	48,070	41,480
Assistant	29,980	31,390	31,570	28,020	37,080	39,260	39,210	34,390
Instructor	24,760	26,510	25,470	23,600	30,250	32,290	31,340	28,520
Lecturer	28,030	27,110	32,840	22,470	35,050	33,850	41,590	27,300
No Rank	32,580	36,640	33,740	26,180	40,850	45,640	42,380	32,900
All Ranks	35,480	36,410	38,620	32,440	44,140	45,230	48,430	40,110
CATEGORY III (Two-Year Colleges with Ranks)								
Professor	44,620	45,050	35,080	30,460	55,850	56,440	42,940	36,870
Associate	37,680	38,070	29,950	26,320	47,310	47,850	36,760	31,700
Assistant	31,470	31,870	27,150	23,300	40,090	40,690	33,760	28,270
Instructor	26,740	27,060	21,530	20,520	34,340	34,840	26,240	24,890
Lecturer	22,370	22,490	*	*	28,910	29,110	*	*
No Rank	28,360	25,120	*	–	35,770	32,980	*	–
All Ranks	35,960	36,420	28,280	25,320	45,390	46,030	34,650	30,630
CATEGORY IV (Two-Year Colleges without Ranks)								
No Rank	37,030	37,200	28,660	24,800	45,510	45,720	35,630	30,080
ALL CATEGORIES COMBINED EXCEPT IV								
Professor	56,210	55,830	61,620	47,240	69,120	68,320	77,920	58,750
Associate	41,780	42,210	43,280	37,540	52,130	52,530	54,440	46,940
Assistant	34,640	35,200	35,540	31,050	43,200	44,060	44,030	38,310
Instructor	26,090	26,330	26,240	24,800	32,850	33,450	32,360	30,350
Lecturer	29,930	29,310	33,190	27,690	37,430	36,710	41,400	34,250
No Rank	31,690	31,750	33,070	27,020	39,510	39,190	41,660	34,110
All Ranks	43,720	44,020	47,010	37,270	54,200	54,470	58,600	46,300

[1] Sample includes 2,215 institutions. * Sample too small to be meaningful. Dash (-) for no one in rank. For definition of categories, see Explanation of Statistical Data preceding Appendix I.

TABLE 5

Average Salary for Men and Women Faculty, by Category, Affiliation, and Academic Rank, 1990–91[1]

Academic Rank	All Combined	Public	Private Independent	Church-Related	All Combined	Public	Private Independent	Church-Related
	MEN				WOMEN			
CATEGORY I (Doctoral-Level)								
Professor	63,520	61,010	73,780	61,200	57,130	55,000	65,200	56,900
Associate	45,510	44,610	50,310	45,570	42,800	41,970	46,730	43,060
Assistant	39,140	38,280	42,860	39,190	35,510	34,760	39,130	36,270
Instructor	28,650	27,440	34,210	32,090	25,560	24,890	30,500	27,780
Lecturer	34,460	33,750	37,900	30,010	29,340	29,020	31,170	26,460
CATEGORY IIA (Comprehensive)								
Professor	52,490	52,410	53,390	51,860	50,520	51,000	49,890	47,120
Associate	41,960	42,050	41,940	41,450	39,890	40,330	38,840	38,580
Assistant	35,050	35,260	34,120	35,020	32,940	33,340	31,570	32,430
Instructor	26,900	27,130	25,040	28,400	25,310	25,480	23,570	26,540
Lecturer	28,710	28,220	30,040	36,090	25,500	25,190	26,500	31,420
CATEGORY IIB (General Baccalaureate)								
Professor	45,080	45,210	50,240	40,540	42,060	43,210	46,580	37,590
Associate	36,570	37,840	38,890	34,000	34,660	36,810	36,680	32,030
Assistant	30,550	32,080	32,030	28,600	29,250	30,370	31,020	27,450
Instructor	25,430	27,200	25,910	24,110	24,230	25,210	25,180	23,180
Lecturer	29,220	28,630	33,330	23,850	27,170	26,020	32,500	21,450
CATEGORY III (Two-Year Colleges with Ranks)								
Professor	45,400	45,820	36,400	30,330	42,720	43,190	37,020	30,700
Associate	38,810	39,190	31,290	25,880	36,000	36,400	28,620	26,970
Assistant	32,260	32,590	28,970	23,890	30,570	31,040	26,110	22,760
Instructor	27,450	27,730	22,470	19,940	26,140	26,490	20,920	20,870
Lecturer	23,100	23,280	–	*	22,020	22,120	*	–
CATEGORY IV (Two-Year Colleges without Ranks)								
No Rank	39,360	39,500	29,760	26,300	31,760	31,930	27,570	23,190
ALL CATEGORIES COMBINED EXCEPT IV								
Professor	57,080	56,590	63,830	48,080	50,530	50,840	54,520	42,460
Associate	42,600	42,940	44,340	38,420	39,600	40,210	40,580	35,330
Assistant	35,840	36,330	36,940	32,000	32,890	33,490	33,440	29,820
Instructor	27,120	27,390	27,350	25,600	25,310	25,530	25,340	24,160
Lecturer	32,370	31,640	35,950	29,620	27,830	27,340	30,560	26,090

[1] Sample includes 2,191 institutions providing data by gender.

*Sample too small to be meaningful. For definition of categories, see Explanation of Statistical Data preceding Appendix I.

TABLE 6

Average Salary, by Region, Category, and Academic Rank, 1990–91[1]

Academic Rank	NORTHEAST		NORTH CENTRAL		SOUTH			WEST	
	New England	Middle Atlantic	East N. Central	West N. Central	East S. Central	West S. Central	South Atlantic	Mountain	Pacific
CATEGORY I (Doctoral-Level)									
Professor	70,720	70,730	61,780	57,960	55,460	58,740	62,620	53,020	67,420
Associate	48,060	49,760	45,080	43,100	41,400	42,190	44,920	40,760	45,660
Assistant	40,890	40,520	37,660	36,790	35,340	36,040	37,670	35,310	39,130
Instructor	32,140	28,280	25,620	25,740	24,190	26,100	28,250	25,600	28,520
Lecturer	37,390	31,940	28,420	24,620	26,620	27,430	29,880	28,210	37,790
All Ranks	55,580	54,880	48,670	46,830	43,900	45,380	48,500	43,330	53,530
CATEGORY IIA (Comprehensive)									
Professor	55,100	54,770	49,090	47,[illegible]00	45,870	46,010	50,890	46,750	57,640
Associate	43,900	43,820	40,400	38,750	38,110	37,940	41,420	38,840	44,560
Assistant	36,460	35,600	33,890	32,800	31,960	32,160	34,710	33,160	36,710
Instructor	29,570	28,510	26,460	25,890	24,830	24,520	27,150	25,660	30,250
Lecturer	35,530	30,500	26,600	21,610	22,890	21,810	27,850	28,590	29,260
All Ranks	45,350	44,020	40,050	38,080	37,030	36,430	40.620	37,670	49,540
CATEGORY IIB (General Baccalaureate)									
Professor	53,050	48,580	43,300	41,800	38,940	39,480	43,300	41,800	48,960
Associate	39,930	38,610	35,110	34,070	31,840	33,490	35,720	34,010	37,590
Assistant	32,670	31,730	29,260	28,820	27,690	29,060	29,570	28,280	31,710
Instructor	27,960	27,440	24,960	24,280	22,310	24,810	24,980	23,370	27,110
Lecturer	34,430	30,250	25,510	21,740	19,120	22,920	28,160	23,780	28,540
All Ranks	40,810	37,930	34,550	33,100	31,720	32,750	34,790	33,990	38,820
CATEGORY III (Two-Year Colleges with Ranks)									
Professor	45,520	47,550	42,660	45,810	37,290	40,160	43,700	34,840	44,630
Associate	37,270	39,550	38,190	38,180	31,120	35,420	36,470	31,420	39,320
Assistant	32,440	32,880	32,200	30,950	25,810	31,530	31,080	28,010	32,250
Instructor	30,330	27,540	27,780	25,950	23,370	27,020	25,840	24,850	34,860
Lecturer	34,670	21,760	21,970	–	–	*	21,640	–	–
All Ranks	38,800	38,110	35,910	37,500	28,610	33,110	35,220	28,960	42,960
CATEGORY IV (Two-Year Colleges without Ranks)									
No Rank	32,269	21,510	38,200	32,500	30,060	32,210	28,340	35,280	43,100
ALL CATEGORIES COMBINED EXCEPT IV									
Professor	61,470	60,100	55,200	51,190	49,180	51,920	55,200	50,710	61,280
Associate	44,430	44,210	41,720	39,290	38,130	39,380	41,480	39,280	44,700
Assistant	36,830	35,840	34,740	32,880	32,230	33,460	34,360	33,690	37,340
Instructor	30,000	27,610	26,040	25,290	24,050	25,110	26,570	25,230	29,820
Lecturer	36,860	30,660	27,240	22,400	24,550	25,830	28,690	28,080	36,790
All Ranks	48,320	45,970	43,290	40,110	38,570	40,030	42,540	40,630	50,450

[1] Sample includes 2,209 institutions. For definition of categories, see Explanation of Statistical Data preceding Appendix I. *Sample too small to be meaningful.

New England: Conn., Me., Mass., N.H., R.I., & Vt.; *Middle Atlantic:* N.J., N.Y., & Pa., *East North Central:* Ill., Ind., Mich., Ohio, & Wis.; *West North Central:* Iowa, Kans., Minn., Mo., Nebr., N. Dak., & S. Dak., *East South Central:* Ala., Ky., Miss., & Tenn.; *West South Central:* Ark., La., Okla., & Tex.; *South Atlantic:* Del., D.C., Fla., Ga., Md., N.C., S.C., Va., & W.Va.; *Mountain:* Ariz., Colo., Idaho, Mont., Nev., N. Mex., Utah, & Wyo.; *Pacific:* Alaska, Calif., Hawaii, Oreg., & Wash.

TABLE 7

Average Compensation, by Region, Category, and Academic Rank, 1990–91[1]

	NORTHEAST		NORTH CENTRAL		SOUTH			WEST	
Academic Rank	New England	Middle Atlantic	East N. Central	West N. Central	East S. Central	West S. Central	South Atlantic	Mountain	Pacific
CATEGORY I (Doctoral-Level)									
Professor	87,290	87,570	75,730	70,410	67,610	71,170	78,860	64,310	80,820
Associate	60,560	63,060	55,640	53,190	50,480	52,050	56,100	50,180	57,090
Assistant	51,190	50,770	46,590	45,290	43,170	44,550	47,120	43,590	49,030
Instructor	40,670	36,290	32,180	32,030	29,870	32,110	35,900	33,250	41,660
Lecturer	46,740	40,820	35,410	30,170	32,610	34,640	37,010	35,330	46,630
All Ranks	69,150	68,580	59,770	57,310	53,570	55,570	60,100	53,070	65,430
CATEGORY IIA (Comprehensive)									
Professor	68,030	69,090	60,860	58,050	56,370	55,880	63,360	56,530	71,280
Associate	54,890	55,780	50,710	47,690	47,080	46,420	51,640	47,290	56,300
Assistant	45,430	45,290	42,710	40,550	39,460	39,430	43,500	40,660	46,800
Instructor	37,200	36,640	33,130	32,230	30,830	30,140	34,420	32,460	39,110
Lecturer	43,100	38,530	33,990	26,730	27,880	28,210	34,060	34,410	36,390
All Ranks	56,340	55,840	50,070	47,800	45,660	44,520	50,690	45,960	61,850
CATEGORY IIB (General Baccalaureate)									
Professor	67,250	61,170	54,930	51,660	48,480	48,590	53,240	50,640	61,080
Associate	50,730	48,840	44,120	41,990	39,480	41,500	44,090	41,600	46,850
Assistant	41,020	39,530	36,280	35,260	33,620	35,950	36,340	34,420	39,760
Instructor	34,470	32,800	30,530	29,690	27,000	29,920	29,850	29,180	33,090
Lecturer	43,350	38,790	31,890	26,840	22,670	30,140	34,690	29,760	34,630
All Ranks	51,580	47,650	43,720	40,750	39,100	40,490	42,760	41,460	48,470
CATEGORY III (Two-Year Colleges with Ranks)									
Professor	57,680	59,950	53,230	46,880	44,780	47,950	55,750	44,280	56,300
Associate	47,550	50,310	48,220	41,860	37,520	41,920	44,770	40,790	58,410
Assistant	42,190	42,060	41,120	36,100	31,350	37,830	40,050	36,460	42,840
Instructor	40,100	35,980	35,630	29,760	2[illegible],570	32,900	33,650	32,710	43,230
Lecturer	46,410	28,490	28,100	–	–	*	27,260	–	–
All Ranks	49,700	48,540	45,400	40,810	34,630	39,660	45,220	37,620	52,580
CATEGORY IV (Two-Year Colleges without Ranks)									
No Rank	42,210	27,070	49,160	40,770	36,250	38,900	35,230	42,350	52,660
ALL CATEGORIES COMBINED EXCEPT IV									
Professor	76,260	75,050	67,920	62,230	60,240	63,010	68,150	61,530	74,740
Associate	55,950	56,120	51,930	48,250	46,750	48,370	51,830	48,360	56,060
Assistant	46,200	45,180	43,290	40,420	39,500	41,180	42,990	41,580	47,180
Instructor	38,110	35,440	32,600	31,230	29,640	30,860	33,460	32,560	39,960
Lecturer	46,040	39,110	34,330	27,630	29,980	32,820	35,390	34,820	45,420
All Ranks	60,350	57,860	53,630	49,070	47,280	48,990	52,910	49,830	62,370

[1] See footnote to Table 6.

TABLE 8

Mean and Median Salary Levels for Institutions Providing Distribution of Individual Salaries, by Category, Affiliation, and Academic Rank, 1990–91[1]

Academic	All Combined		Public		Private Independent		Church-Related	
Rank	Mean	Median	Mean	Median	Mean	Median	Mean	Median
CATEGORY I (Doctoral-Level)								
Professor	62,700	60,000	59,500	57,500	73,100	68,900	64,900	57,200
Associate	44,900	43,500	43,900	42,500	49,500	48,400	46,000	40,300
Assistant	37,800	36,000	36,800	35,000	42,100	38,800	38,600	34,300
Instructor	26,700	25,900	25,700	24,900	32,400	30,300	32,000	26,400
Lecturer	30,860	29,000	29,500	29,000	35,000	30,000	27,900	27,200
All Ranks	49,100	46,000	46,900	44,900	57,600	53,900	48,900	40,000
CATEGORY IIA (Comprehensive)								
Professor	52,300	53,600	52,200	53,000	53,300	51,900	51,900	46,500
Associate	41,500	41,800	41,400	40,000	42,200	41,500	41,100	36,900
Assistant	34,500	34,500	34,500	34,000	35,100	33,900	34,400	30,800
Instructor	26,500	26,700	26,200	26,000	28,200	27,500	27,500	26,800
Lecturer	26,600	26,100	26,100	25,500	28,600	27,500	33,700	28,800
All Ranks	42,200	41,900	42,200	41,000	42,600	41,000	41,400	38,000
CATEGORY IIB (General Baccalaureate)								
Professor	45,200	45,000	44,700	44,000	50,400	49,200	40,600	40,000
Associate	36,300	37,000	37,500	36,800	38,500	38,200	33,800	33,000
Assistant	30,300	30,800	31,400	30,900	31,900	31,600	28,400	28,200
Instructor	25,100	25,600	26,400	25,000	26,100	26,600	23,800	24,000
Lecturer	28,200	27,300	27,200	25,800	32,800	31,500	23,000	21,700
All Ranks	36,000	36,000	36,400	35,500	39,400	37,300	32,800	31,900
CATEGORY III (Two-Year Colleges with Ranks)								
Professor	44,800	44,700	45,300	45,400	32,800	32,900	30,400	28,700
Associate	38,100	37,600	38,400	38,000	28,400	28,000	28,200	24,900
Assistant	31,700	31,000	32,000	31,400	25,400	24,700	24,800	24,900
Instructor	27,100	26,500	27,300	26,700	21,700	21,000	21,700	18,800
Lecturer	22,100	21,400	22,100	21,400	*	*	–	–
All Ranks	36,200	35,500	36,600	36,000	27,200	26,400	26,600	24,800
CATEGORY IV (Two-Year Colleges without Ranks)								
No Rank	34,300	34,500	34,500	34,900	29,700	29,800	25,400	26,700
ALL CATEGORIES COMBINED EXCEPT IV								
Professor	56,300	54,000	55,400	54,000	63,600	58,900	47,700	42,600
Associate	42,000	41,000	42,200	41,200	44,100	42,500	37,800	35,000
Assistant	34,900	33,700	35,200	34,000	36,600	34,600	31,300	29,300
Instructor	26,300	25,800	26,300	25,700	28,200	27,500	25,000	24,500
Lecturer	29,100	27,500	27,900	27,000	33,800	30,000	27,900	27,000
All Ranks	44,000	41,500	43,900	42,000	48,500	43,700	37,500	33,500

[1] Sample includes 1,361 institutions providing distributions of individual salaries by class intervals. * Sample too small to be meaningful. Dash (–) no one in rank.

TABLE 9

Percentile Distributions of Institutions by Average Salary and Average Compensation, by Category and Academic Rank, 1990–91[1]

Rating[1]	1*		1		2		3		4	
Percentile	95	90	80	70	60	50	40	30	20	10
						SALARY				
CATEGORY I (Doctoral-Level)										
Professor	76,100	73,300	69,400	65,800	63,800	61,200	58,100	55,400	52,800	49,200
Associate	52,100	50,700	49,100	47,900	46,100	45,000	43,300	41,800	40,300	39,100
Assistant	43,500	41,600	40,400	39,600	38,600	37,700	36,800	35,800	34,700	33,200
Instructor	37,900	35,700	33,000	30,800	29,900	28,600	27,300	25,500	24,500	23,400
CATEGORY IIA (Comprehensive)										
Professor	62,000	59,700	55,800	53,100	50,500	48,500	46,400	44,300	42,500	39,100
Associate	48,400	47,100	44,700	42,700	41,000	39,400	38,200	37,200	35,600	33,400
Assistant	40,300	38,700	37,000	35,700	34,400	33,600	32,400	31,400	30,200	28,500
Instructor	33,800	32,400	30,400	29,000	27,800	26,600	25,700	24,800	23,800	22,600
CATEGORY IIB (General Baccalaureate)										
Professor	57,100	51,500	47,600	44,700	42,600	40,300	38,200	36,000	33,800	30,400
Associate	43,900	41,800	38,600	36,800	35,100	33,800	32,400	30,700	29,100	26,800
Assistant	35,700	34,200	32,200	31,100	29,800	28,600	27,700	26,300	25,200	23,500
Instructor	30,900	29,300	27,400	26,400	25,400	24,600	23,500	22,500	21,500	20,400
CATEGORY III (Two-Year Colleges with Ranks)										
Professor	51,500	50,500	47,700	45,800	43,000	41,300	39,600	38,200	35,000	30,600
Associate	45,300	43,100	40,200	38,500	36,500	35,400	34,100	32,600	30,300	27,500
Assistant	37,000	35,400	33,600	32,400	31,400	30,200	29,400	28,100	26,600	23,800
Instructor	32,100	30,800	29,000	28,000	27,100	26,300	25,300	24,100	22,300	20,300
CATEGORY IV (Two-Year Colleges without Ranks)										
No Rank	48,100	45,100	41,000	36,700	33,900	31,700	29,700	28,000	26,800	34,900
						COMPENSATION				
CATEGORY I										
Professor	93,400	89,800	84,700	81,000	78,600	74,700	70,800	67,500	64,000	59,600
Associate	66,700	65,300	61,000	59,300	57,700	55,500	53,700	51,500	49,500	47,100
Assistant	54,800	52,800	50,400	49,300	48,300	46,800	45,700	44,400	43,000	40,000
Instructor	48,300	44,700	41,200	39,300	37,900	36,400	33,900	32,300	30,700	27,900
CATEGORY IIA										
Professor	77,400	74,100	70,100	66,400	63,300	59,700	57,400	55,000	52,200	49,300
Associate	61,400	59,500	56,400	54,000	51,900	49,200	47,700	46,000	44,100	41,400
Assistant	51,000	49,700	47,200	45,300	43,300	42,100	40,200	38,700	37,700	35,300
Instructor	42,800	40,900	38,800	37,400	35,200	33,900	32,300	30,900	29,800	27,900
CATEGORY IIB										
Professor	72,900	66,300	59,700	56,100	52,800	49,300	46,800	44,200	40,700	36,800
Associate	55,500	52,700	48,900	46,000	43,900	41,700	39,700	37,900	35,100	32,500
Assistant	44,700	41,700	40,200	38,200	36,900	35,400	34,100	32,300	30,400	28,600
Instructor	38,000	36,500	34,200	32,400	31,200	30,000	28,500	27,600	26,100	24,200
CATEGORY III										
Professor	66,100	64,500	60,900	57,200	54,300	51,900	49,500	46,600	43,400	36,800
Associate	57,800	55,600	51,600	48,900	46,700	45,300	42,500	40,300	37,300	32,600
Assistant	47,800	45,900	43,300	41,400	40,100	38,600	36,800	35,300	32,900	28,600
Instructor	43,000	39,200	37,400	36,200	34,800	33,700	32,300	30,600	28,300	24,200
CATEGORY IV										
No Rank	58,000	55,400	51,600	45,900	42,000	39,800	36,800	34,900	32,700	30,800

---

[1] Interpretation of the Ratings: 1* = 95th percentile; 1 = 80th; 2 = 60th; 3 = 40th; 4 = 20th. Average lower than the 10th percentile will be rated 5.

TABLE 10

Average Institutional Cost of Major Fringe Benefits Per Faculty and Average Cost For Faculty Receiving Specific Benefit, in Dollars and as a Percentage of Average Salary, by Affiliation, Category, and Itemized Benefits, 1990–91 (All Ranks Combined)

Itemized Benefits	All Combined	Public	Private Independent	Church-Related	All Combined	Public	Private Independent	Church-Related
	IN DOLLARS				AS A PERCENTAGE			
AVERAGE PER FACULTY								
Retirement	4,201	4,499	4,004	2,842	9.6	10.2	8.5	7.6
Medical Insurance	2,439	2,529	2,441	1,941	5.6	5.8	5.2	5.2
Disability	101	90	130	115	0.2	0.2	0.3	0.3
Tuition	346	85	1,006	820	0.8	0.2	2.1	2.2
Dental Insurance	106	119	85	65	0.2	0.3	0.2	0.2
Social Security	2,728	2,628	3,164	2,642	6.2	6.0	6.7	7.1
Unemployment Comp.	81	61	133	118	0.2	0.1	0.3	0.3
Group Life	147	136	193	143	0.3	0.3	0.4	0.4
Worker's Comp.	245	242	273	219	0.6	0.6	0.6	0.6
Benefits in Kind	104	85	164	122	0.2	0.2	0.4	0.3
All Combined	10,498	10,474	11,592	9,029	24.0	23.8	24.7	24.2
AVERAGE FOR FACULTY RECEIVING SPECIFIC BENEFIT								
Retirement	4,356	4,561	4,372	3,109	10.0	10.2	9.3	8.3
Medical Insurance	2,540	2,603	2,584	2,107	5.8	5.9	5.5	5.7
Disability	163	172	155	141	0.4	0.4	0.3	0.4
Tuition	2,983	996	5,454	4,467	6.8	2.3	11.6	12.0
Dental Insurance	309	322	277	260	0.7	0.7	0.6	0.7
Social Security	3,031	3,052	3,179	2,712	6.9	6.9	6.8	7.3
Unemployment Comp.	112	83	180	178	0.3	0.2	0.4	0.5
Group Life	180	173	209	165	0.4	0.4	0.4	0.4
Worker's Comp.	290	295	301	249	0.7	0.7	0.6	0.7
Benefits in Kind	636	476	1,029	1,352	1.5	1.1	2.2	3.6
All Combined	14,600	12,733	17,740	14,740	33.4	28.9	37.7	39.5

	I	IIA	IIB	III	IV	I	IIA	IIB	III	IV
AVERAGE PER FACULTY										
Retirement	4,839	4,038	2,884	3,923	3,310	9.8	9.7	8.1	10.9	8.9
Medical Insurance	2,525	2,513	1,918	2,763	2,805	5.1	6.0	5.4	7.7	7.6
Disability	110	86	108	87	138	0.2	0.2	0.3	0.2	0.4
Tuition	367	249	583	97	34	0.7	0.6	1.6	0.3	0.1
Dental Insurance	105	136	54	104	258	0.2	0.3	0.2	0.3	0.7
Social Security	2,901	2,703	2,547	2,187	1,320	5.9	6.5	7.2	6.1	3.6
Unemployment Comp.	76	81	103	64	122	0.2	0.2	0.3	0.2	0.3
Group Life	152	138	153	140	133	0.3	0.3	0.4	0.4	0.4
Worker's Comp.	272	226	209	239	294	0.6	0.5	0.6	0.7	0.8
Benefits in Kind	119	87	119	51	66	0.2	0.2	0.3	0.1	0.2
All Combined	11,467	10,255	8,678	9,654	8,480	23.2	24.5	24.5	26.9	22.9
AVERAGE FOR FACULTY RECEIVING SPECIFIC BENEFIT										
Retirement	4,931	4,215	3,119	4,010	3,344	10.0	10.1	8.8	11.2	9.0
Medical Insurance	2,589	2,635	2,061	2,872	2,692	5.2	6.2	5.8	8.0	7.3
Disability	175	158	143	163	183	0.4	0.4	0.4	0.5	0.5
Tuition	2,973	2,454	4,705	863	452	6.0	5.9	13.3	2.4	1.2
Dental Insurance	265	391	250	357	535	0.5	0.9	0.7	1.0	1.4
Social Security	3,263	3,040	2,616	2,576	2,408	6.6	7.3	7.4	7.2	6.5
Unemployment Comp.	97	112	157	116	169	0.2	0.3	0.4	0.3	0.5
Group Life	186	171	180	176	155	0.4	0.4	0.5	0.5	0.4
Worker's Comp.	316	274	239	313	349	0.6	0.7	0.7	0.9	0.9
Benefits in Kind	624	464	1,223	1,069	912	1.3	1.1	3.4	3.0	2.5
All Combined	15,419	13,914	14,693	12,515	11,199	31.3	33.3	41.4	34.9	30.2

Notes: For the purpose of this survey, the Social Security tax has been calculated at 7.51 percent of the first $51,300 of salary; retirement contribution by the institution (or state) is included regardless of the plan's vesting provision; tuition includes both waivers and remissions; dental insurance might be somewhat underestimated because a number of institutions report cost of the insurance under "medical." Similarly, the medical insurance payments might be somewhat overestimated because dental is sometimes included in the amount reported. For the majority, benefits in kind include moving expenses, housing, and other benefits with cash options. In the case of the public four-year institutions in Texas, it also includes the portion of the employee's contribution to Social Security which is paid by the state (5.85 percent of the first $16,500 of salary). For more details on the reporting of major fringe benefits, see Explanation of Statistical Data preceding Appendix I. Averages for All Combined may not add up because of rounding. Sample includes 2,215 institutions.

TABLE 11

Percentage of Faculty Members with Tenure Status, by Category, Affiliation, Academic Rank, and Gender, 1990–91[1]

Academic Rank	All Comb.	Public	Private Ind.	Church-Related	All Comb.	Public	Private Ind.	Church-Related	All Comb.	Public	Private Ind.	Church-Related
	ALL COMBINED				MEN				WOMEN			
CATEGORY I (Doctoral-Level)												
Professor	97	98	97	96	98	98	97	95	97	96	97	96
Associate	87	88	80	89	87	89	81	89	85	87	77	87
Assistant	9	10	5	11	9	9	7	10	10	12	2	13
Instructor	4	4	2	3	4	5	3	2	3	3	1	4
Lecturer	1	1	1	–	2	2	2	–	*	*	1	–
All Ranks	66	66	65	63	72	73	72	69	44	44	43	44
CATEGORY IIA (Comprehensive)												
Professor	96	97	95	95	96	96	95	94	96	97	95	95
Associate	78	79	77	76	79	80	77	77	76	77	78	71
Assistant	22	24	14	18	22	24	15	20	20	23	14	15
Instructor	7	8	1	1	9	10	2	2	6	7	1	1
Lecturer	*	*	–	5	1	*	–	7	*	–	–	3
All Ranks	63	64	60	58	70	71	66	65	46	47	44	40
CATEGORY IIB (General Baccalaureate)												
Professor	95	95	97	94	95	95	97	94	95	96	96	93
Associate	80	81	82	78	79	79	82	78	81	86	82	79
Assistant	16	23	10	18	16	22	11	17	16	23	9	19
Instructor	3	3	4	2	3	2	5	2	3	3	3	2
Lecturer	*	*	–	–	1	2	–	–	–	–	–	–
All Ranks	57	58	59	55	64	64	67	62	43	46	42	42
CATEGORY III (Two-Year Colleges with Ranks)												
Professor	98	98	98	100	98	98	96	*	97	97	100	100
Associate	91	91	79	75	91	91	61	*	90	90	92	50
Assistant	49	50	15	*	53	54	10	*	44	45	17	–
Instructor	13	13	–	–	14	15	–	–	12	12	–	–
Lecturer	–	–	–	–	–	–	–	–	–	–	–	–
All Ranks	67	68	46	46	73	73	49	*	58	58	45	35
CATEGORY IV (Two-Year Colleges without Ranks)												
No Rank	68	69	49	60	74	75	48	71	59	59	50	43
ALL CATEGORIES COMBINED EXCEPT IV												
Professor	97	97	97	94	97	97	97	94	96	97	96	94
Associate	83	85	80	79	84	85	80	80	82	83	79	78
Assistant	17	19	9	17	16	18	10	17	17	19	8	17
Instructor	6	7	2	2	7	9	3	2	5	6	2	2
Lecturer	1	1	1	1	1	1	1	2	*	*	1	1
All Ranks	64	65	62	57	70	72	69	64	45	47	43	42

[1] Sample includes 1,559 institutions reporting information on tenure status.

*Figure too small to be meaningful.

TABLE 12

Percentage of Full-Time Faculty on Tenure-Track Appointments, by Category, Affiliation, Academic Rank, and Gender, 1990–91[1]

Academic Rank	All Comb.	Public	Private Ind.	Church-Related	All Comb.	Public	Private Ind.	Church-Related	All Comb.	Public	Private Ind.	Church-Related
	ALL COMBINED				MEN				WOMEN			
CATEGORY I (Doctoral-Level)												
Professor	99	99	98	98	99	99	98	98	99	99	98	99
Associate	97	97	98	99	97	97	97	98	96	97	94	99
Assistant	88	87	91	90	89	89	92	91	86	85	88	89
Instructor	20	19	25	39	22	20	27	47	19	18	23	31
Lecturer	1	1	1	–	2	3	2	–	1	1	1	–
All Ranks	89	89	91	91	93	92	94	93	78	77	81	84
CATEGORY IIA (Comprehensive)												
Professor	99	99	99	98	99	99	99	98	99	99	98	98
Associate	97	97	97	96	98	98	97	97	97	97	96	95
Assistant	88	88	86	90	89	89	89	89	86	86	81	91
Instructor	39	39	40	42	43	43	41	41	36	36	34	42
Lecturer	5	4	13	7	6	5	13	11	4	3	13	3
All Ranks	89	89	90	91	93	93	93	93	81	80	82	86
CATEGORY IIB (General Baccalaureate)												
Professor	99	99	99	98	99	99	99	99	98	99	99	97
Associate	98	99	98	97	98	98	98	97	97	100	97	96
Assistant	87	87	86	87	87	87	87	88	86	87	84	87
Instructor	49	37	48	56	48	39	46	55	50	36	49	57
Lecturer	8	8	3	20	10	13	–	19	6	4	5	21
All Ranks	90	87	91	90	92	90	93	92	84	79	85	86
CATEGORY III (Two-Year Colleges with Ranks)												
Professor	100	100	98	100	100	100	*	*	99	99	100	*
Associate	99	99	100	100	99	99	*	*	99	99	100	*
Assistant	96	96	99	100	96	96	*	*	95	95	98	*
Instructor	73	73	66	100	71	72	*	*	74	74	74	*
Lecturer	3	3	–	–	–	–	*	*	5	5	–	*
All Ranks	93	93	93	100	94	94	92	100	90	90	95	100
CATEGORY IV (Two-Year Colleges without Ranks)												
No Rank	94	94	49	95	93	94	48	94	95	96	50	96
ALL CATEGORIES COMBINED EXCEPT IV												
Professor	99	99	99	98	99	99	99	98	99	99	98	97
Associate	97	97	97	97	97	97	97	97	97	97	96	96
Assistant	88	88	88	88	89	89	90	89	86	86	85	88
Instructor	41	38	40	52	42	41	41	52	39	36	39	52
Lecturer	3	3	4	5	4	4	3	7	2	2	4	5
All Ranks	89	89	91	90	93	92	94	93	81	80	83	86

---

[1] Sample includes 1,559 institutions providing tenure track information.
*Figure too small to be meaningful.

TABLE 13

Percentage Distribution of Faculty Members by Rank, Category, and Affiliation, 1990–91[1]

Academic Rank	All Combined	Categories:			
		I	IIA	IIB	III
PUBLIC					
Professor	37.0%	39.8%	37.1%	28.0%	27.5%
Associate	27.6	28.1	26.6	27.8	28.9
Assistant	25.6	24.4	26.5	29.7	26.3
Instructor	6.3	3.7	6.7	9.4	16.4
Lecturer	2.6	3.1	2.4	2.7	0.8
No Rank	0.9	0.9	0.7	2.4	0.1
All Ranks	100.0	100.0	100.0	100.0	100.0
PRIVATE INDEPENDENT					
Professor	36.8	45.9	30.2	30.4	18.8
Associate	26.3	23.9	30.0	27.0	21.5
Assistant	27.7	23.5	29.8	31.4	37.8
Instructor	4.5	2.2	6.4	5.5	19.1
Lecturer	2.3	3.8	1.6	0.9	0.2
No Rank	2.4	0.8	2.0	4.8	2.7
All Ranks	100.0	100.0	100.0	100.0	100.0
CHURCH-RELATED					
Professor	30.0	34.6	31.2	28.0	23.1
Associate	29.1	31.7	30.6	27.7	27.9
Assistant	31.8	27.1	31.8	33.4	32.4
Instructor	7.1	3.3	5.5	9.0	16.2
Lecturer	0.8	2.6	0.6	0.4	0.3
No Rank	1.0	0.7	0.4	1.6	–
All Ranks	100.0	100.0	100.0	100.0	100.0
ALL COMBINED					
Professor	36.1	40.6	35.5	28.8	27.2
Associate	27.6	27.5	27.5	27.5	28.6
Assistant	26.8	24.4	27.5	31.8	26.8
Instructor	6.1	3.4	6.5	7.9	16.5
Lecturer	2.3	3.2	2.1	1.1	0.8
No Rank	1.2	0.9	0.9	2.9	0.2
All Ranks	100.0	100.0	100.0	100.0	100.0

Sample includes 1,649 institutions with academic ranks. The all-combined percentage may not add up to 100.0 because of rounding.

TABLE 14

Number and Percentage of Full-Time Faculty, Average Salary, Average Compensation, Average Fringe Benefits, and Percentage of Tenured Faculty, by Category and Academic Rank, 1990–91

Category and/or Academic Rank	Number of Faculty	Percentage of Faculty	Average Salary	Average Comp.	Average Benefit	Benefit as % Salary	Percentage Tenured
I	142,618	40.0%	$49,320	$60,790	$11,470	23.3%	66%
IIA	97,855	27.4	41,830	52,890	10,260	24.5	63
IIB	51,917	14.6	35,480	44,140	8,660	24.4	57
III	23,873	6.7	35,960	45,390	9,430	26.2	67
IV	40,477	11.3	37,030	45,510	8,480	22.9	68
All Combined	356,740	100.0	42,960	53,210	10,250	23.9	64
Institutions with Academic Ranks (Categories I through III)							
Professor	114,057	36.1	56,210	69,120	12,910	23.0	97
Associate	87,223	27.6	41,780	52,130	10,350	24.8	83
Assistant	84,641	26.7	34,640	43,200	8,550	24.7	17
Instructor	19,260	6.1	26,090	32,850	6,760	25.9	6
Lecturer	7,383	2.3	29,930	37,430	7,510	25.1	1
No Rank	3,689	1.2	31,690	39,510	7,820	24.7	13
All Combined	316,263	100.0	43,720	54,200	10,480	24.0	64
Four-Year Institutions (Categories I through IIB)							
Professor	107,573	36.8	56,900	69,920	13,020	22.9	95
Associate	80,410	27.5	42,130	52,540	10,410	24.7	82
Assistant	78,244	26.8	34,900	43,450	8,550	24.6	13
Instructor	15,327	5.2	25,930	32,470	6,540	25.2	5
Lecturer	7,195	2.5	30,120	38,050	7,930	26.3	1
No Rank	3,641	1.2	31,730	39,560	7,830	24.7	12
All Combined	292,390	100.0	45,480	56,350	10,870	23.9	62
Two-Year Colleges (Categories III and IV)							
All Combined	64,350	-	36,630	45,460	8,830	24.1	67

TABLE 15

Number of Institutions Surveyed and Number of Institutions Included in This Year's Tabulations, by Category and Affiliation, 1990–91[1]

	Number Surveyed				Number in Tabulations				
Category	All Combined	Public	Private Independent	Church-Related	All Combined	Percent Responding	Public	Private Independent	Church-Related
I	198	133	50	15	190	96.0%	132	45	13
IIA	492	260	140	92	464	94.3	242	134	88
IIB	846	139	290	417	694	82.0	113	232	349
III	382	312	45	25	301	78.8	257	27	17
IV	612	561	31	20	566	92.5	531	23	12
Total	2,530	1,405	556	569	2,215	87.5	1,275	461	479

---

[1] Above figures do not include 48 institutions submitting data too late to be included in tabulations but for which data are listed in Appendixes I and II.

TABLE 16

Percentage Distribution of Full-Time Faculty Members, by Category, Affiliation, Academic Rank, and Gender, 1990–91[1]

Academic Rank	All Combined		Public		Private Independent		Church-Related	
	Women	Men	Women	Men	Women	Men	Women	Men
CATEGORY I (Doctoral-Level)								
Professor	1.7	16.6	1.3	12.6	0.4	3.2	0.1	0.7
Associate	2.9	9.5	2.3	7.6	0.5	1.4	0.2	0.5
Assistant	4.0	7.0	3.1	5.4	0.6	1.2	0.2	0.4
Instructor	0.9	0.6	0.8	0.5	0.1	0.1	*	*
Lecturer	0.8	0.7	0.6	0.5	0.1	0.1	*	*
No Rank	0.2	0.2	0.1	0.2	*	*	*	*
All Combined	10.4	34.6	8.2	26.8	1.7	6.1	0.6	1.7
CATEGORY IIA (Comprehensive)								
Professor	1.7	9.3	1.3	7.2	0.2	1.2	0.1	0.8
Associate	2.4	6.2	1.7	4.4	0.4	1.0	0.3	0.7
Assistant	3.6	5.0	2.6	3.6	0.6	0.8	0.4	0.6
Instructor	1.2	0.9	0.9	0.6	0.2	0.1	0.1	0.1
Lecturer	0.4	0.3	0.3	0.2	*	*	*	*
No Rank	0.1	0.2	0.1	0.1	*	*	*	*
All Combined	9.2	21.7	6.9	16.3	1.5	3.2	0.9	2.2
CATEGORY IIB (General Baccalaureate)								
Professor	0.8	3.9	0.2	0.9	0.3	1.4	0.3	1.6
Associate	1.4	3.1	0.3	0.8	0.5	1.0	0.6	1.3
Assistant	2.3	2.9	0.5	0.7	0.8	1.0	1.1	1.3
Instructor	0.7	0.6	0.2	0.2	0.2	0.1	0.3	0.3
Lecturer	0.1	0.1	0.1	*	*	*	*	*
No Rank	0.1	0.3	*	0.1	0.9	0.2	*	0.1
All Combined	5.5	10.9	1.2	2.7	1.8	3.7	2.4	4.6
CATEGORY III (Two-Year Colleges with Ranks)								
Professor	0.6	1.5	0.6	1.4	*	*	*	*
Associate	0.9	1.3	0.8	1.2	*	*	*	*
Assistant	0.9	1.1	0.9	1.0	*	0.1	*	*
Instructor	0.7	0.6	0.6	0.5	*	*	*	*
Lecturer	*	*	*	*	*	*	–	–
All Combined	3.1	4.4	3.0	4.2	0.1	0.1	0.1	0.1
ALL CATEGORIES COMBINED								
Professor	4.8	31.3	3.4	22.2	0.9	5.9	0.6	3.2
Associate	7.5	20.1	5.1	14.0	1.4	3.5	1.0	2.6
Assistant	10.8	16.0	7.0	10.7	2.0	3.0	1.7	2.2
Instructor	3.5	2.6	2.6	1.9	0.5	0.4	0.5	0.4
Lecturer	1.3	1.1	1.0	0.8	0.2	0.2	0.1	*
No Rank	0.5	0.8	0.3	0.3	0.2	0.3	*	0.1
All Combined	28.3	71.3	19.2	49.9	5.1	13.2	3.9	8.6

[1] Sample includes 316,263 faculty members of whom 71.3 percent are men and 28.3 percent are women. The all combined figures may not add up because of rounding.

* Figures too small to be meaningful (i.e., less than one tenth of one percent).

LIST OF TABLES

TEXT TABLES

Table I Percentage Increases in Average Monetary and Real Salaries for Institutions Reporting Comparable Data for Adjacent One-Year Periods and Percentage Change in the Consumer Price Index, 1971-72 to 1990-91

Table II Relative Median Salaries for New Doctoral Scientists, Social Scientists, and Engineers

Table III Percentage of Full-Time Faculty Members Remaining on Staff (Continuing Faculty), by Category, Affiliation, and Academic Rank, 1989-90 to 1990-91 and 1988-89 to 1989-90

Table IV Average Salary Levels, 1989-90 and 1983-84, and Percentage Change from 1983-84 to 1989-90 for Upper Three Ranks in Major Fields

Table V Average Salary Levels for Full Professors and New Assistant Professors, by Field, 1990-91, and Percentage Change 1989-90 to 1990-91

APPENDIX TABLES

Table 1 Percentage Change in Average Salary Levels and Percentage Increase in Average Salary for Continuing Faculty, by Category, Affiliation, and Academic Rank, 1989-90 through 1990-91

Table 2 Percentile Distributions of Institutions and Number of Faculty by Average Increase in Salary Levels, by Category and Affiliation, 1989-90 to 1990-91

Table 3 Percentage Distributions of Institutions and Number of Faculty by Average Increase in Salary for Continuing Faculty, by Category and Affiliation, 1989-90 to 1990-91

Table 4 Average Salary and Average Compensation Levels, by Category, Affiliation, and Academic Rank, 1990-91

Table 5 Average Salary for Men and Women Faculty, by Category, Affiliation, and Academic Rank, 1990-91

Table 6 Average Salary, by Region, Category, and Academic Rank, 1990-91

Table 7 Average Compensation, by Region, Category, and Academic Rank, 1990-91

Table 8 Mean and Median Salary Levels for Institutions Providing the Distribution of Individual Salaries, by Category, Affiliation, and Academic Rank, 1990-91

Table 9 Percentile Distributions of Institutions by Average Salary and Average Compensation, by Category and Academic Rank, 1990-91

Table 10 Average Institutional Cost of Major Fringe Benefits Per Faculty and Average Cost for Faculty Receiving Specific Benefit, in Dollars and as a Percentage of Average Salary, by Affiliation, Category, and Itemized Benefits, 1990-91

Table 11 Percentage of Faculty Members with Tenure Status, by Category, Affiliation, Academic Rank, and Gender, 1990-91

Table 12 Percentage of Full-Time Faculty on Tenure-Track Appointments, by Category, Affiliation, Academic Rank, and Gender, 1990-91

Table 13 Percentage Distribution of Faculty Members, by Rank, Category, and Affiliation, 1990-91

Table 14 Number and Percentage of Full-Time Faculty, Average Salary, Average Compensation, Average Fringe Benefits, and Percentage of Tenured Faculty, by Category and Academic Rank, 1990-91

Table 15 Number of Institutions Surveyed and Number of Institutions Included in This Year's Tabulations, by Category and Affiliation, 1990-91

Table 16 Percentage Distribution of Full-Time Faculty Members, by Category, Affiliation, Academic Rank, and Gender, 1990-91

Table 17 Number of Full-Time Faculty and Average Salary Levels in Preclinical Departments of Medical Schools, by Department, Affiliation, and Rank, 1990-91*

*Due to unforeseen difficulties in data processing, the Association of American Medical Colleges (AAMC) could not provide the tabulations for the Preclinical Department of Medical Schools at time of publication. This information, however, will appear in a future issue of *Academe*.

EXPLANATION OF STATISTICAL DATA

Instructional Faculty. The instructional staff faculty is defined as those members of the instructional/research staff who are employed on a full-time basis and whose major regular assignment is instruction, including those with released time for research. Institutions are asked to exclude (1) instructional faculty who are employed to teach less than two semesters, three quarters, two trimesters, or two four-month sessions, (2) instructional faculty in preclinical and clinical medicine, (3) instructional faculty who are employed on a part-time basis, (4) administrative officers with titles such as dean of students, librarian, registrar, coach, etc., even though they may devote part of their time to classroom instruction and may have faculty status, (5) undergraduate or graduate students who assist in the instruction of courses, but have titles such as teaching assistant, teaching fellow, etc., (6) faculty on leave without pay, and (7) replacement of faculty on sabbatical leave.

Salary. This figure represents the contracted salary excluding summer teaching, stipends, extra load, or other form of remuneration. Where faculty members are given duties for eleven or twelve months, salary is converted to a standard academic-year basis by applying a factor of 9/11 or 81.8 percent or by the official factor used in a publicly announced formula which is reflected in a footnote in the Appendix Tables of this report.

Major Fringe Benefits. In general, the major fringe benefits include those where the institution (or state) makes a definite payment of a specified amount on behalf of and for the benefit of the individual faculty member. The major benefits include the institution's (or state's) contribution for: (1) Social Security (rate effective January 1, 1990, used), (2) retirement contributions (the employer's contributions are included regardless of the plan's vesting provision), (3) medical insurance, (4) dental insurance, (5) life insurance, (6) disability income protection, (7) unemployment compensation, (8) worker's compensation, (9) tuition for faculty children (both waivers and remissions are included), (10) other benefits in kind with cash alternatives (for the majority, these include benefits such as moving expenses, housing, cafeteria plans or cash options to certain benefits, bonuses, etc.). In the cases of Texas public four-year institutions, it also includes the portion of the employee's contribution to Social Security which is paid by the state or 5.85 percent of the first $16,500 of salary. Since the objective of the study is the measurement of income available for personal consumption, as distinct from professional purposes, benefits of a professional nature (such as convention travel, membership fees, grading assistance, faculty clubs, etc.) are not included.

Compensation. Compensation represents salary plus the institution's (or state's) contribution to major fringe benefits.

Rating of Average Salary and Average Compensation. The rating is based on the actual distribution of average salaries and/or average compensations for comparable institutions. For definition of comparable institutions, see definition of categories and the explanation of ratings in Column (2) (below).

Definition of Categories. The definition of categories given here is that instituted by the Center for Education Statistics and adopted by AAUP for its 1983–84 survey. The center subsequently abandoned this type of classification for a broader system. The roman numerals are used for the purpose of this report with the CES former identification given in parentheses. It should be noted that data on earned degrees were obtained from CES. Because these data have not been available in a timely manner, we ask institutions to assign their own category based on the most recent information available.

Category I (Doctoral-Level Institutions). These are institutions characterized by a significant level and breadth of activity in and commitment to doctoral-level education as measured by the number of doctorate recipients and the diversity in doctoral-level program offerings. Included in this category are those institutions which grant a minimum of thirty doctoral-level degrees annually. These degrees must be granted in three or more unrelated disciplines.

Category IIA (Comprehensive Institutions). These institutions are characterized by diverse post-baccalaureate programs (including first professional), but do not engage in significant doctoral-level education. Specifically, this category includes institutions not considered specialized schools in which the number of doctoral-level degrees granted is fewer than thirty or in which fewer than three unrelated disciplines are offered. In addition, these institutions must grant a minimum of thirty post-baccalaureate degrees and either grant degrees in three or more post-baccalaureate programs or, alternatively, have an interdisciplinary program at the post-baccalaureate level.

Category IIB (General Baccalaureate). These institutions are characterized by their primary emphasis on general undergraduate baccalaureate-level education. These institutions are not significantly engaged in post-baccalaureate education. Included in this category are institutions which are not considered as specialized and in which the number of post-baccalaureate degrees granted is fewer than thirty or in which fewer than three post-baccalaureate-level programs are offered and which either (a) grant baccalaureate degrees in three or more program areas, or (b) offer a baccalaureate program in interdisciplinary studies.

Category III (Two-year Institutions with Academic Ranks). These institutions confer at least 75 percent of their degrees and awards for work below the bachelor's degree.

Category IV (Institutions without Academic Ranks). The majority of these institutions are two-year colleges (see definition of Category III) but do not utilize academic ranks. This category also includes *a few* general baccalaureate institutions which do not use academic ranks. These institutions are listed in Appendix II of this report.

Definition of data presented in Appendixes I and II:

Col. (1) Institution's category—The definition of categories is given above.

Col. (2) Ratings of Average Salary—Each rating represents the percentile interval in which the institution's average salary in a given rank lies (1* = 95th percentile or above, 1 = 80th percentile to 94.9 percent, etc.). An average salary lower than the 20th percentile is rated 5. The ratings have been assigned using the actual average salary which is then rounded to the nearest hundred for publication in Col. (3).

Col. (3) Average Salary by Rank and for All Ranks Combined—This figure represents the average contracted salary (adjusted to a standard academic-year basis, when necessary) excluding summer teaching, extra load, etc., which has been rounded to the nearest hundred dollars; an entry of 43.3 would stand for an average salary between $43,250 and $43,349. The All Ranks (AR) figure includes the rank of lecturer and the category No Rank which are not displayed here.

Col. (4) Rating of Average Compensation—Same definition as that given for Col. (2) above, but for compensation which is salary plus fringe benefits.

Col. (5) Average Compensation by Rank and for All Ranks Combined—This figure represents the average salary plus average fringe benefits and, as for average salary, the figure has been rounded to the nearest hundred dollars.

Col. (6) Benefits as a Percentage of Average Salary—This percentage, which has been rounded to the nearest unit, represents the overall percentage of fringe benefits as a percentage of average salary for all ranks combined. Major fringe benefits are the institution's (or state's) contribution excluding employee's contribution.

Col. (7) Percentage of Tenured Faculty—This figure represents the percentage of tenured faculty in a given rank.

Col. (8) Percentage Increase in Salary for Continuing Faculty—The percentage increase in salary shown here is that for continuing faculty or faculty members remaining on staff in 1990-91. This figure represents an increase in salary for *individuals* as opposed to a percentage *change in salary levels* for a given rank from 1989-90 to 1990-91. For the purpose of reporting this information, the institution is asked to provide data by rank but to report, in the case of promotion, the individual in the rank held in 1989-90. Therefore, the increase shown is that of individuals in the rank held during the 1989-90 academic year. This figure reflects across-the-board, merit increase, promotion and/or other salary increments.

Col. (9) Number of Faculty Members by Rank and by Gender—This number represents the total number of full-time faculty in a given rank.

Col. (10) Average Salary by Rank and by Gender—These figures, like those in Col. (3), have been rounded to the nearest hundred dollars. The average is not shown and is replaced by dashes when the number of individuals in a given rank and/or gender is five or fewer.

Cautionary Notes

With the exception of the number of faculty members shown in Col. (9), other data are not given in any given rank and/or gender when the number of individuals is five or fewer. This policy was adopted to protect the confidentiality of individual salaries and because an average with so few individuals could be misleading when used for comparison purposes. In such cases, dashes appear in the affected columns.

Average Salary and Average Compensation are likely to be affected by a number of peripheral influences. For example, an institution may use a high proportion of part-time graduate assistants whose compensations are not included in the average figures for full-time faculty. Figures for these institutions, therefore, overstate the typical remuneration of those who carry the teaching burden. Average figures for small institutions may also be influenced by the fact that in a given year a relatively large number of their higher paid faculty may be on leave without pay or may have retired. In addition, actual improvements in the economic well-being of the faculty may be concealed in any given year by promotions, which can exercise a double-edged effect upon the average reported in both the higher and lower ranks. The differences between men's and women's salary levels may sometimes be attributed to the relatively large proportion of men in a given rank (see Table 16) and other factors affecting salary levels. Unfortunately, we have found no feasible way to make appropriate adjustments for these occurrences and can only warn the reader to keep these points in mind when using these data.

Institutional footnote numbers are given in the Appendix Tables between the name of the institution and its category. The footnotes for both Appendix I (institutions with academic ranks) and Appendix II (institutions without ranks) are listed at the end of Appendix II.

The following symbols shown under "notes" in the Appendix Tables stand for: PNA = Publication Not Authorized and LFO = Data are for Lay Faculty Only.

The data presented in this report are based on information provided by institutions responding to the annual survey conducted by Maryse Eymonerie Associates for the purpose of the AAUP Annual Report on the Economic Status of the Profession. We continue to be very grateful to those individuals who prepare the institutional responses and complete our questionnaire (Form MEA22). We deeply appreciate the assistance and cooperation given us over the years in connection with this important program.

MARYSE EYMONERIE
Special Consultant to AAUP

APPENDIX I

NAME OF INSTITUTION	NOTES	(1) INST CATEGORY	(2) RATING OF AVERAGE SALARY				(3) AVERAGE SALARY BY RANK (IN THOUSANDS)					(4) RATING OF AVERAGE COMP.				(5) AVERAGE COMP BY RANK (IN THOUSANDS)				
			PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	PR	AO	AI	IN	AR
A L A B A M A																				
Alabama State University		IIA	5	5	4	5	41.0	34.5	31.4	22.9	31.4	5	5	4	5	48.8	41.4	37.8	28.0	37.8
Athens State College		IIB	2	2	2		43.0	38.3	31.6		37.0	3	2	2		51.4	46.0	38.1		44.4
Auburn University- Main		I	4	4	4	4	55.0	42.4	35.8	24.5	42.9	4	4	4	5	65.6	51.2	43.0	29.2	51.5
Auburn Univ. at Montgomery	4	IIA	3	3	3	3	50.2	40.1	33.4	26.0	38.0	3	3	3	4	60.2	48.3	40.2	30.8	45.6
Birmingham Southern College		IIB	2	2	3		46.0	35.7	28.2	-----	35.8	1	2	3		60.4	45.5	34.5	-----	45.7
Huntingdon College		IIB	5	4	4		32.5	31.1	27.4	-----	29.2	4	4	4		40.7	37.4	32.5	-----	35.1
Jacksonville State Univ.		IIA	4	3	4	2	43.1	39.0	32.3	29.1	36.9	4	3	3	2	55.2	50.1	41.7	37.7	47.4
Judson College		IIB	5	5	5		31.0	26.1	23.7	-----	25.7	5	5	5		38.0	30.0	27.6	-----	30.2
Samford University		IIA	3	4	5	3	49.7	38.1	29.9	25.7	39.7	3	3	4	3	61.4	48.3	38.2	32.8	49.9
Spring Hill College		IIB	3	3	4		38.4	32.8	27.1		33.1	4	3	4		46.6	40.0	32.1		40.0
Troy State University-Main	140	IIA	5	5	4	4	41.5	33.7	30.3	24.4	32.1	5	5	5	4	50.4	40.9	36.8	29.8	39.0
Troy State Univ. at Dothan		IIB	3	3	1*		41.9	33.9	38.0	-----	36.1	3	3	1*		50.7	41.4	46.2	-----	44.0
Tuskegee University		IIA	5	5	5	5	40.4	33.5	29.3	21.0	31.5	5	5	5	5	47.8	40.0	34.7	25.0	37.4
University of Alabama		I	4	4	4	5	56.9	42.4	34.7	24.4	43.7	4	4	4	4	70.4	53.4	43.9	31.5	54.8
Univ. Alabama at Birmingham	143	I	4	5	5	5	55.6	40.1	33.7	24.2	40.8	4	4	4	4	69.9	51.5	43.8	32.3	52.3
Univ. Alabama in Huntsville	2	IIA	1	3	2	2	58.5	40.2	35.2	28.7	41.3	1	3	3	3	70.9	49.4	42.7	34.8	50.3
University of Montevallo		IIA	5	5	5		39.1	32.5	29.3	-----	33.8	5	5	5		48.7	41.0	36.2	-----	42.2
Univ. of North Alabama	4	IIA	4	3	4	3	45.9	38.2	32.3	26.5	37.8	4	4	4	3	56.0	46.9	40.1	33.4	46.5
University of South Alabama		IIA	3	3	2	3	49.7	39.7	35.1	27.4	38.6	3	3	3	3	60.1	48.8	43.1	33.3	47.1
A L A S K A																				
Univ.Alaska-Anchorage	144	IIA	1	1*	1	1*	57.7	49.3	39.1	40.4	47.0	1	1*	1	1	74.2	63.5	50.3	52.1	60.5
Univ.Alaska-Fairbanks	145	I	3	1	3	3	62.3	49.1	38.3	28.9	44.2	2	1*	1	1	83.8	68.0	53.4	45.2	61.7
Univ.Alaska-Southeast	146	IIA	2	1	1	1	53.8	47.9	37.5	32.6	42.6	2	1*	1	1	69.0	61.5	48.2	41.9	54.7
A R I Z O N A																				
Amer.Grad.Sch.Internat'l Mgt		IIA	3	3	1	4	49.6	40.5	37.5	24.2	41.9	3	2	1	3	62.4	51.9	48.5	33.2	53.5
Arizona State University	1	I	3	3	3	2	59.5	44.6	38.3	30.1	46.8	4	4	3	3	69.6	53.0	46.0	37.8	55.5
Grand Canyon University		IIB	4	3	4	4	37.4	32.7	27.4	23.4	31.0	3	3	4	4	47.0	40.4	31.7	27.0	37.5
Northern Arizona University		I	5	4	5	5	50.8	41.8	34.5	21.5	39.5	5	4	5	5	61.1	51.1	42.7	27.9	48.4
University of Arizona		I	3	3	3	4	59.9	43.6	38.3	25.3	47.7	3	3	2	3	72.9	54.9	49.1	33.9	59.3
A R K A N S A S																				
Arkansas College		IIB	3	3	3	3	40.2	34.8	28.5	23.5	32.8	3	3	3	4	49.8	43.6	36.1	28.3	40.9
Arkansas State Univ.-Main		IIA	4	4	4	5	44.8	38.1	30.7	23.3	33.9	4	3	4	4	56.1	48.1	38.9	30.3	43.0
Arkansas State Univ.-Beebe		III		5	5	5	-----	26.3	25.9	20.1	25.6		5	5	5	-----	33.3	32.8	26.0	32.5
Arkansas Tech University		IIB	3	3	2	3	39.1	33.4	30.6	23.7	32.4	3	3	2	3	49.1	42.2	38.9	30.8	41.1
Central Baptist College		IIB	5				23.7	-----	-----	-----	20.5	5				28.5	-----	-----	-----	25.0
Hardin Univ.-Main Campus	73	IIB	3	3	2	2	38.4	33.5	30.0	26.3	34.4	4	3	2	2	46.0	40.8	37.5	31.4	41.7
Henderson State University		IIB	4	3	3	4	38.1	33.5	28.7	23.4	31.6	3	3	3	3	47.8	42.3	36.4	30.2	40.0
Hendrix College		IIB	2	2	2		42.7	35.7	30.8		37.1	2	2	2		57.4	48.0	37.8		48.8
John Brown University		IIB	4	4	4		36.1	30.7	27.3	-----	31.3	4	4	4		44.5	36.6	33.2	-----	38.1
Ouachita Baptist University		IIB	4	3	4	4	37.6	32.4	26.1	23.3	30.9	4	4	4	3	44.2	39.5	32.3	30.1	37.5
Southern Ark. Univ.-Main	4	IIB	3	2	2	2	41.3	35.8	29.9	25.5	34.4	3	3	3	3	49.8	43.4	36.4	30.1	41.6
Southern Arkansas Univ. Tech		III		5	5		-----	28.5	26.5	-----	27.4		5	4		-----	35.7	33.3	-----	34.4
Univ. Arkansas-Fayetteville		I	5	5	5	5	49.8	37.7	32.9	23.4	40.2	5	5	5	5	60.4	45.9	39.7	28.0	48.7
Univ. Ark. at Little Rock		IIA	3	4	3	4	47.9	37.9	33.4	24.1	36.9	3	4	4	5	57.5	45.5	40.0	28.6	44.3
Univ. Ark. at Monticello	3	IIB	3	3	3	3	38.6	33.4	28.3	25.1	31.1	3	3	3	3	47.6	40.8	34.2	30.2	37.9
Univ. Arkansas at Pine Bluff		IIB	4	3	3	3	37.1	32.5	29.6	23.8	31.3	3	3	2	3	46.8	41.3	37.8	31.0	39.8
Univ. of Central Arkansas		IIA	3	4	4	5	46.5	37.6	30.2	23.3	34.9	4	4	5	5	56.6	46.1	37.3	29.1	42.9
University of the Ozarks		IIB	5	5	5		27.7	24.9	24.1	-----	25.4	5	5	4		37.4	33.1	32.4	-----	34.0
Williams Baptist College	171	IIB			5	5	-----	-----	23.6	21.1	23.5			5	5	-----	-----	28.5	25.3	28.4
C A L I F O R N I A																				
Azusa Pacific University		IIA	5	5	5	4	37.1	32.2	28.5	24.5	31.7	5	4	4	3	50.1	44.3	38.4	33.5	43.2
Biola University		IIA	5	5	5	3	41.1	33.6	26.2	26.4	33.6	5	5	5	4	50.6	41.5	33.1	31.7	41.5
California Inst. of Arts		IIA									34.8									43.2
California Inst. of Tech.		I	1*	1*	1*		86.0	65.2	52.3		77.5	1*	1*	1*		105.7	80.4	64.7		95.4
California Lutheran Univ.		IIA	4	4	4	3	45.6	35.7	31.1	27.0	36.2	3	4	4	3	57.5	46.9	39.2	34.9	46.3
California Maritime Academy		IIB	1	1		1*	50.5	41.1	-----	31.9	41.1	1	1		1	60.7	49.5	-----	38.6	49.6
Cal.St.Univ-Bakersfield	26	IIA	1	1	2	1	60.1	47.7	36.9	30.6	49.6	1	1	1	1	74.4	60.5	47.6	39.5	62.3
Cal.St.Univ-San Bernardino	26	IIA	1	1*	1	1	59.2	48.5	39.3	31.5	48.9	1	1	1	1	73.3	61.3	50.5	40.8	61.5
Cal.Poly.St.U-Sn Luis Obispo	26	IIA	1	1*	1	1	59.9	49.5	37.9	30.7	55.1	1	1*	1	1	74.1	62.4	48.8	39.9	68.6
Cal.St.Univ-Chico	26	IIA	1	1	1	1	59.7	48.1	39.2	33.5	54.7	1	1	1	1	73.6	60.8	50.4	42.8	68.0
Cal.St.Univ-Dominguez Hills	26	IIA	1	1	1	2	59.9	46.5	38.6	30.1	53.6	1	1	1	1	74.0	59.0	49.6	39.2	66.9
Cal.St.Univ-Fresno	26	IIA	1	1	1	1	59.9	47.1	37.8	31.4	53.6	1	1	1	1	73.9	59.7	48.7	40.6	66.7
Cal.St.Univ-Fullerton	26	IIA	1	1	1	2	60.0	48.1	38.3	29.3	53.5	1	1	1	2	74.2	60.9	49.2	38.2	66.8
Cal.St.Univ-Hayward	26	IIA	1	1*	1		59.8	48.6	38.6	-----	54.2	1	1*	1		74.0	61.4	49.7	-----	67.6
Humboldt State University	26	IIA	1	1	1		59.1	47.0	38.7	-----	53.0	1	1	1		73.0	59.6	49.8	-----	66.1
Cal.St.Univ-Long Beach	26	IIA	1	1	1	1	59.7	48.1	39.2	32.0	52.2	1	1	1	1	73.5	60.8	50.4	41.4	65.1
Cal.St.Univ-Los Angeles	26	IIA	1	1*	1*		59.7	48.5	40.3	-----	53.6	1	1	1*		73.5	61.2	51.5	-----	66.7

(6)	(7)				(8)				(9)								(10)							
BEN.AS % OF SALARY	PERCENTAGE OF TENURED FACULTY				PERCENTAGE INCREASE IN SALARY(CONTINUING FAC)				NUMBER OF FULL-TIME FACULTY								AVERAGE SALARY BY RANK AND BY SEX							
									MEN				WOMEN				MEN				WOMEN			
	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
20.	91.	69.	48.		7.8	7.5	8.0	7.7	24	25	27	24	10	20	33	31	42.2	34.7	32.6	23.7	38.1	34.3	30.4	22.2
20.	ALL	81.	32.		9.2	10.7	9.5		13	12	12		6	4	13		43.0	----	31.3		43.0	----	31.9	
20.	96.	89.	20.	1.	9.9	10.3	10.4	10.4	332	293	250	30	18	47	92	46	55.3	42.7	36.8	24.5	50.0	40.9	33.1	24.4
20.	98.	94.	36.		10.4	13.1	13.3	11.3	39	37	48	5	6	15	30	20	50.3	41.0	34.4	----	49.5	37.8	31.9	----
27.	97.	88.			5.6	6.4	7.4		25	14	18		5	11	19	1	----	36.2	29.2		----	35.1	27.2	----
20.	ALL	50.	35.		5.6	5.8	4.9		9	10	11			2	9	2	----	----	28.8			----	25.7	----
28.	95.	60.	19.	7.	7.1	8.4	8.7	7.6	94	20	32	36	21	15	26	38	42.9	40.3	32.6	30.0	44.1	37.4	32.0	28.3
18.	ALL	50.	10.						4	2	6		2	4	4	2	----	----	----		----	----	----	----
25.	75.	37.	10.		4.2	5.0	4.5	----	62	32	22	5	9	17	27	5	50.9	39.5	32.5	----	41.4	35.5	27.8	----
21.	ALL	58.	5.		3.9	4.3	4.9		23	8	16		3	4	6		----	----	27.5		----	----	25.8	
22.	92.	80.	23.						20	33	36	12	4	16	51	8	----	34.4	31.7	24.7	----	32.2	29.3	23.9
22.	ALL	82.	20.		4.9	5.0	6.8	----	4	9	10		2	8	5	3	----	34.1	----		----	33.5	----	----
19.	93.	62.	22.	11.					47	38	71	16	10	12	26	22	42.0	34.3	30.0	21.0	32.8	30.8	27.5	21.0
25.	97.	75.	11.	4.	10.2	10.9	12.3	11.1	254	164	143	24	32	44	83	48	57.5	42.5	36.3	23.5	51.9	41.9	31.8	24.8
28.	99.	89.	6.	4.	12.6	10.3	12.1	12.0	79	111	74	10	12	31	33	15	56.3	40.4	34.6	23.3	51.3	39.4	31.8	24.8
22.	93.	69.	13.	8.	6.0	5.7	7.2	15.0	57	65	58	5	3	15	28	8	----	40.9	36.4	----	----	37.0	32.8	----
25.	ALL	84.	20.		4.6	6.3	6.7	----	37	24	23	1	17	14	21	2	39.7	33.4	31.8	----	37.8	31.1	26.5	----
23.	ALL	89.	65.	14.					59	29	33	10	10	6	27	11	46.1	38.6	32.7	26.8	45.1	35.9	31.7	26.3
22.	94.	83.	16.	20.					103	79	79	31	13	25	35	51	50.4	40.4	36.3	27.4	44.6	37.2	32.4	27.4
29.	98.	74.	15.	43.					71	71	52	15	21	50	51	6	57.3	49.9	40.4	40.6	58.8	48.5	37.8	39.9
40.	92	66.	16.	2.					55	94	79	35	5	30	43	28	----	49.5	39.2	29.1	----	47.9	36.6	28.6
28.	75.	75.	7.						5	21	14	9	3	7	14	1	----	49.0	39.2	----	----	44.6	35.9	----
28.	85.	69.	9.		5.0	5.0	5.0	----	21	29	5	3	6	10	6	3	50.2	41.1	----	----	47.5	38.6	----	----
18.	95.	87.	9.	19.					483	368	225	9	71	103	136	12	60.1	45.1	38.8	29.8	55.4	42.8	37.5	30.3
21.	45.	27.	10.		5.1	4.2	12.5	----	16	9	7	3	4	6	23	3	----	32.1	31.1	----	----	33.6	26.3	----
23.	96.	79.	9.		7.9	10.8	13.3	10.7	142	170	100	19	8	39	84	24	50.9	42.2	35.0	22.8	49.8	40.2	33.9	20.4
24.	94.	84.	2.		9.1	10.8	13.8	16.8	580	293	196	19	62	82	137	38	60.5	44.0	39.8	30.1	54.3	42.1	36.1	22.9
25.	69.				3.3	2.5	3.7	----	12	7	12	5	4	1	4	2	----	----	----	----	----	----	----	----
27.	93.	82.	25.	10.	5.9	5.8	6.2	6.7	85	66	81	36	11	13	50	53	45.1	38.3	32.3	24.1	42.8	37.2	28.0	22.8
27.			35.						1	2	14	7	2	7	12		----	----	27.9	----	----	----	23.5	
27.	85.	92.	24.		6.7	6.4	6.5	6.6	27	53	23	10	6	18	15	15	39.4	34.0	32.1	25.3	37.6	31.8	28.1	22.7
22.									6	1	3		2	2	2	1	----	----	----		----	----	----	----
21.	90.	36.							55	37	23	6	8	10	9	3	39.5	34.2	31.6	----	30.9	30.9	26.2	----
27.	96.	74.	21.	3.					44	22	29	12	11	13	14	23	38.6	34.7	31.0	24.8	36.3	31.5	23.9	22.6
32.	96.	86.			9.0	8.3	8.4		23	14	12		2	7	6		----	35.9	31.1		----	35.1	30.4	
22.					5.5	5.9	6.6	----	19	14	16	1	2	2	3	1	----	----	----	----	----	----	----	----
21.	97.	92.	23.		6.3	6.0	7.3	7.2	32	9	18	8	1	3	8	7	----	----	26.1	23.4	----	----	26.0	23.2
21.	90.	91.	35.		9.0	9.0	9.1	9.0	24	11	15	1	6	11	16	10	41.0	36.3	30.8	----	42.6	35.4	29.1	----
25.					----	21.5	8.0	----	1	9	11	2		3	4		----	----	----	----		----	----	
21.	95.	81.	12.		3.1	3.8	3.6	5.9	294	167	128	18	19	40	62	29	50.2	37.9	34.3	26.0	44.2	36.6	30.0	21.8
20.	94.	82.	32.	5.	5.0	5.0	5.0	5.0	100	95	41	21	11	33	31	36	47.8	39.0	34.9	24.4	49.1	34.6	31.5	24.0
22.	85.	64.	35.	27.	5.7	6.7	7.3	5.7	20	23	28	8		5	15	7	----	----	28.4	25.9		----	28.2	24.2
27.	86.	47.	35.	4.					31	30	36	10	13	8	27	16	37.1	32.4	29.9	25.0	37.3	33.1	29.1	23.1
23.	96.	68.	29.	4.	8.7	8.6	8.0	14.0	76	56	47	20	8	28	32	51	46.7	37.9	29.7	23.0	44.3	37.0	30.8	23.5
34.	85.	57.			4.3	5.4	5.6	----	9	10	6		4	4	5	2	----	----	----		----	----	----	----
21.					----	----	----	----	1	2	4	3	1	1	2	4	----	----	----	----	----	----	----	----
36.	40.	7.			12.5	11.2	11.4	6.3	24	32	20	7	6	11	10	3	37.4	32.2	28.8	----	35.8	32.1	28.0	----
24.	93.	60.	12.						29	47	16	5	1	15	9	1	----	33.7	26.0	----	----	33.3	26.6	----
24.																								
23.	ALL	94.							170	31	34		6	4	8		86.4	----	52.9		73.6	----	49.6	
28.	ALL	74.	6.		7.4	9.3	10.6	7.9	26	16	15	6	5	7	17	6	----	36.1	32.0	26.5	----	34.7	30.2	27.6
21.	84.	33.			5.0	----	----	5.0	19	5	1	15		1	2	2	----	----	----	----		----	----	----
26.	93.	59.	4.		5.8	8.7	9.1	8.7	77	36	21	3	18	18	26	13	60.3	48.0	37.8	----	59.3	47.3	36.2	----
26.	88.	49.	2.		6.3	9.4	8.9	8.9	118	69	72	5	33	37	66	6	59.6	49.3	39.8	----	57.6	47.0	38.8	----
25.	94.	36.	3.		6.0	7.8	8.9	----	497	115	62	4	58	22	36	4	60.1	50.0	38.3	----	57.8	46.6	37.1	----
24.	97.	58.	3.		5.6	8.6	9.2	8.3	397	70	45	10	90	38	42	8	60.0	48.7	39.2	33.1	58.4	46.8	39.2	33.9
25.	96.	21.	5.		5.6	9.2	10.4	----	130	26	21	2	49	32	16	4	60.1	47.0	38.4	----	59.3	46.0	38.8	----
25.	96.	42.	1.		5.6	9.6	9.6	7.1	423	77	61	11	95	55	62	11	60.4	48.1	38.0	30.9	57.9	45.8	37.7	32.0
25.	94.	44.	1.		5.5	7.8	9.1	----	349	116	60	2	78	42	55	6	60.3	48.6	38.8	----	58.8	46.7	37.7	----
25.	98.	46.			5.6	8.7	8.9	----	233	45	28		62	35	43	4	60.0	49.4	39.0		58.9	47.7	38.3	----
25.	ALL	76.	2.		5.8	7.0	10.0	----	202	46	32	2	27	21	33	1	59.3	47.4	38.8	----	57.6	46.2	38.5	----
25.	96.	46.	2.		5.7	7.8	8.4	6.9	407	162	98	3	90	75	102	8	59.9	48.9	39.7	----	58.9	46.5	38.8	----
24.	97.	61.	3.		5.7	7.8	9.1	----	294	87	71		94	42	51	3	60.1	49.0	40.3		58.6	47.4	40.2	----

APPENDIX I

CALIFORNIA (CONTD)

	N O T E S	(1) INST CATE GORY	(2) RATING OF AVERAGE SALARY				(3) AVERAGE SALARY BY RANK (IN THOUSANDS)					(4) RATING OF AVERAGE COMP.				(5) AVERAGE COMP BY RANK (IN THOUSANDS)				
NAME OF INSTITUTION			PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	PR	AO	AI	IN	AR
Cal.St.Univ-Northridge	26	IIA	1	1	1	1	60.0	46.1	39.3	33.1	53.7	1	1	1	1	73.9	58.5	50.5	42.7	66.8
Cal.Poly.St.Univ-Pomona	26	IIA	1	1*	1*		60.4	48.9	40.9	-----	54.3	1	1*	1*		74.5	61.7	52.4	-----	67.7
Cal.St.Univ-Sacramento	26	IIA	1	1	1		60.2	46.9	39.2	-----	55.9	1	1	1		74.2	59.5	50.4	-----	69.4
Cal.St.Univ-San Marcos	26	IIA	1		1*		57.9	-----	40.7		52.4	1		1*		72.0	-----	52.2		65.7
San Diego State University	26	IIA	1	1	1*	1	59.7	47.3	40.3	32.6	53.2	1	1	1*	1	73.6	59.9	51.7	42.1	66.4
San Francisco State Univ.	26	IIA	1	1	1	1	59.5	48.1	39.2	32.6	53.0	1	1	1	1	73.3	60.8	50.3	42.1	66.1
San Jose State University	26	IIA	1	1*	1	1*	59.7	48.5	40.0	34.1	52.1	1	1	1*	1	73.5	61.3	51.2	43.9	65.0
Sonoma State University	26	IIA	1	1	1		59.6	46.4	37.9	-----	54.6	1	1	1		73.4	59.0	48.9	-----	67.8
Cal.St.Univ-Stanislaus	26	IIA	1	1	1		59.5	45.9	37.7	-----	52.5	1	1	1		73.3	58.4	48.6	-----	65.4
Chapman College		IIA	3	2	2		49.3	41.6	34.4	-----	41.9	3	2	3		61.1	53.1	42.0	-----	52.3
Claremont Graduate School		I	2	1	1		66.9	49.9	40.5		59.6	2	1	2		80.4	61.4	49.8		72.2
Claremont McKenna College		IIB	1*	1*	1*		62.0	45.5	38.3	-----	51.8	1*	1*	1*		76.7	55.9	45.8	-----	63.7
College of Notre Dame		IIB	3	3	3		40.5	32.8	29.4	-----	33.9	3	3	3		49.1	40.5	35.5	-----	41.1
Fresno Pacific College		IIB									31.3									39.4
Golden Gate University	71	I	4	4	4		56.4	42.4	36.1		45.5	4	4	4		67.6	51.8	44.6		55.2
Harvey Mudd College		IIB	1*	1*	1*		68.8	50.5	41.5		57.6	1*	1*	1*		85.9	64.3	53.6		72.7
Holy Names College		IIA	5	5	5		39.5	33.7	27.9	-----	33.0	5	5	5		42.5	36.2	30.0	-----	35.5
Los Angeles Coll. of Chiro.	89	IIA	5	5	5		41.0	30.4	26.0	-----	30.1	5	5	5		49.9	39.8	32.5	-----	38.3
Loyola Marymount University		IIA	1*	1*	2	2	62.4	48.8	36.5	30.1	50.0	1*	1*	1	1	79.2	64.0	49.9	42.6	65.2
Menlo College		IIB									41.8									52.5
Mennonite Brthrn. Bible Sem.		IIA		5			-----	33.9	-----		33.9		5			-----	41.2	-----		41.1
Mills College		IIA	2	2	3		54.4	42.1	33.9	-----	42.2	2	2	3		68.2	52.2	42.3	-----	52.6
Monterey Inst.Intern'l Stud.		IIA	4	3	5		46.3	39.4	29.9	-----	35.5	4	3	5		56.7	49.7	37.0	-----	44.2
Mount St.Mary's College		IIB	3	3	2	2	39.4	34.4	30.7	26.3	32.8	4	3	3	2	46.1	40.5	36.8	31.3	38.9
Naval Postgraduate School		I	4	3	2	3	54.8	45.0	40.0	27.9	47.3	5	4	3	4	62.1	51.3	45.9	32.5	53.9
Occidental College		IIB	1*	1*	1*	1	59.6	44.5	35.9	28.0	45.4	1*	1*	1	2	75.3	56.2	44.5	32.1	56.9
Ohlone College		III	1*	1*	1*	1*	51.5	45.3	44.3	38.3	45.8	1	1	1*	1	61.4	54.7	53.6	47.1	55.3
Pacific School of Religion		IIA	4				43.1	-----			42.3	4				56.3	-----			55.4
Pacific Union College		IIB	5	4	3		32.1	30.3	28.5	-----	30.2	5	4	4		38.0	35.5	33.3	-----	35.5
Palomar College		III		1*		1*		51.7		38.1	49.0		1*		1		60.3		45.3	57.3
Pepperdine University		IIA	1	1*	1*		60.4	48.9	45.1	-----	55.0	1	1*	1*		77.3	62.5	55.9	-----	70.3
Pitzer College		IIB	1*		1*		59.3	-----	36.0		51.0	1*		1*		75.0	-----	45.5		64.6
Point Loma Nazarene College		IIB	3	2	3		41.7	35.1	28.2	-----	36.2	3	3	3		51.4	43.7	35.5	-----	45.1
Pomona College		IIB	1*	1*	1*		64.4	47.0	37.9	-----	48.8	1*	1*	1*		78.7	56.8	46.7	-----	59.5
Saint Mary's Coll. of Calif.		IIA	2	2	2		55.6	43.5	35.6		43.9	2	2	3		68.0	53.3	42.6		53.4
Santa Clara University		IIA	1*	1*	1*		69.1	49.1	42.7		51.3	1*	1	1*		82.5	60.5	52.5		62.5
School of Theol.At Claremont		IIA	3				46.5	-----	-----	-----	43.9	4				55.6	-----	-----	-----	52.2
Scripps College		IIB	1*	1*	1		58.0	44.7	34.7	-----	46.6	1*	1*	1*		72.9	56.9	44.8	-----	59.0
Southern California College		IIB	3	2	2		40.2	36.8	31.3	-----	34.9	3	3	2		48.5	43.7	37.2	-----	41.6
Southwestern University	4	IIA	1*	1*			64.2	52.5	-----		60.2	1*	1*			78.9	63.3	-----		74.0
Stanford University	1	I	1*	1*	1*		83.3	59.3	46.9		71.7	1*	1*	1*		98.3	69.8	54.9		84.6
Univ.of Calif.-Berkeley	147	I	1*	1	1		76.5	50.4	41.2		65.4	1	1	1		90.1	61.0	50.8		77.8
Univ.of Calif.-Davis	147	I	2	3	2		67.4	45.7	39.9		53.7	2	3	2		79.1	55.0	48.5		63.9
Univ.of Calif.-Irvine	147	I	1	2	1		71.4	48.3	41.2		56.7	2	2	2		83.8	58.1	50.2		67.4
Univ.of Calif.-Los Angeles	147	I	1	2	1		73.7	48.1	41.4		60.0	1	2	1		86.6	58.1	50.7		71.4
Univ.of Calif.-Riverside	147	I	2	3	3		66.2	45.7	37.5		49.8	3	3	4		77.4	54.6	45.5		59.2
Univ.of Calif.-San Diego	147	I	1	2	1		71.4	47.9	41.0	-----	58.5	2	2	2		83.9	57.7	50.1	-----	69.5
Univ.of Calif.-San Francisco	147	I	3	3	2		63.5	43.6	39.4		52.1	3	4	3		74.6	52.5	47.8		62.0
Univ.of Calif.-Santa Barbara	147	I	1	2	2		70.8	46.7	40.0		57.7	2	3	2		83.2	56.3	48.9		68.6
Univ.of Calif.-Santa Cruz	147	I	2	3	2		65.4	45.2	38.9		51.6	3	3	3		76.7	54.2	47.2		61.3
University of La Verne	4	IIA	5	5	5		42.2	32.0	26.5	-----	33.3	5	5	5		50.3	37.8	31.4	-----	39.5
University of the Pacific		IIA	3	2	3	3	49.[illegible]	41.0	33.4	26.1	42.8	3	3	3	3	62.3	51.8	42.8	34.1	54.3
University of Redlands		IIA	3	3	3		48.2	39.7	33.7		41.4	3	3	3		60.8	49.2	40.5		51.5
University of San Diego		IIA	1	1	1		61.9	45.6	38.0		50.1	1	1	2		76.5	57.2	46.2		61.9
University of San Francisco	153	IIA	1	2	2		56.3	43.0	35.8		48.6	1	2	2		70.3	55.7	47.1		61.7
Univ. of Southern California		I	1	1	1*	1*	74.4	51.7	43.5	47.8	57.6	1*	1*	1*	1	93.4	66.9	56.3	62.6	73.5
Westmont College		IIB	2	2	3		42.8	36.5	29.5	-----	36.7	2	2	3		54.1	45.6	36.6	-----	46.1
Whittier College	170	IIA	2	4	1		55.0	37.2	39.7		45.9	2	4	2		66.9	46.4	47.1		55.8
Woodbury University		IIA		5	4		-----	34.1	31.2	-----	33.0		5	4		-----	41.6	38.6	-----	40.5

COLORADO

	N O T E S	(1) INST CATE GORY	(2) RATING OF AVERAGE SALARY				(3) AVERAGE SALARY BY RANK (IN THOUSANDS)					(4) RATING OF AVERAGE COMP.				(5) AVERAGE COMP BY RANK (IN THOUSANDS)				
NAME OF INSTITUTION			PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	PR	AO	AI	IN	AR
Adams State College		IIA	5	5	4	2	42.0	35.0	30.7	28.1	34.4	5	5	5	3	50.3	42.7	37.5	34.7	41.8
Aims Community College		III	4	4	3	4	38.0	33.8	29.4	24.9	31.7	4	4	3	4	46.6	41.9	36.8	31.8	39.4
Colorado Christian Univ.		IIB				5	-----	-----	-----	21.2	25.2				4	-----	-----	-----	26.6	31.6
Colorado College		IIB	1	1	1*		55.1	42.4	38.3	-----	47.8	1	1	1*		68.5	52.7	47.1	-----	59.4
Colorado Mountain College		III	5	5	5		34.4	29.7	24.9	-----	29.9	5	5	5		40.8	35.5	30.0	-----	35.7
Colorado School of Mines		IIA	2	2	1		54.7	41.9	39.0	-----	48.0	2	3	2		63.8	49.4	46.2	-----	56.2
Colorado State University	1	I	4	4	4		53.8	41.2	36.0	-----	46.4	4	5	4		64.2	49.2	43.0	-----	55.4
Denver Cons. Baptist Sem.		IIB	5				29.0	-----	-----		26.9	5				36.6	-----	-----		34.4
Fort Lewis College		IIB	3	3	1		40.8	34.8	32.3	-----	36.4	3	3	2		47.9	40.9	37.9	-----	42.8
Iliff School of Theology		IIA	3				50.3	-----	-----		46.5	2				63.4	-----	-----		58.0
Mesa State College		IIB	3	3	3	3	41.9	34.4	29.1	24.8	33.8	3	3	3	2	50.7	42.2	36.2	31.3	41.5
Metro. State Coll.of Denver		IIB	2	2	2	3	43.7	37.5	31.9	23.7	38.3	3	2	2	3	52.0	45.0	38.7	29.5	45.9
Regis College		IIB	3	2	3		41.4	35.9	29.6	-----	35.2	3	3	3		51.6	42.2	35.4	-----	42.3

(6)	(7)				(8)				(9)								(10)							
BEN.AS % OF SALARY	PERCENTAGE OF TENURED FACULTY				PERCENTAGE INCREASE IN SALARY(CONTINUING FAC)				NUMBER OF FULL-TIME FACULTY								AVERAGE SALARY BY RANK AND BY SEX							
									MEN				WOMEN				MEN				WOMEN			
	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
24.	95.	67.	8.		5.4	8.2	9.0	6.9	452	83	75	6	120	64	79	10	60.3	46.4	39.9	34.3	59.2	45.8	38.8	32.4
25.	97.	28.	1.		5.8	9.1	9.1	----	373	83	82	2	62	26	64	2	60.6	49.4	41.8	----	58.9	47.2	39.8	----
24.	98.	38.			5.6	9.5	9.6		505	69	41		136	54	55	1	60.5	47.9	40.0		59.0	45.5	38.6	----
25.	94.								10	2	2		6	1	4		57.9	----	----		57.9	----	----	
25.	95.	76.	13.		5.6	7.2	8.3	7.9	576	166	78	12	106	94	103	13	59.9	47.9	41.2	32.8	58.3	46.3	39.6	32.5
25.	93.	36.	2.		5.8	8.6	9.2	7.9	395	87	61	15	118	75	71	19	59.9	49.3	39.6	32.7	58.0	46.7	38.8	32.5
25.	92.	35.	3.		5.7	8.5	9.2	7.1	387	153	114	3	86	89	95	8	60.1	49.2	40.2	----	57.7	47.3	39.8	----
24.	97.	59.	18.		5.6	8.4	8.3	----	149	26	24		47	11	14	2	59.7	46.5	38.7		59.3	46.3	36.7	----
25.	97.	64.	2.		5.7	9.4	8.2	----	110	12	21	1	24	13	24	4	59.8	46.2	39.7	----	58.0	45.6	35.9	----
25.	97.	82.			7.7	8.4	8.2	----	25	30	22	1	9	8	9		50.1	41.8	35.4	----	47.4	40.7	31.9	
21.	93.	89.			8.8	10.3	----		35	13	4		5	5	2		----	----	----		----	----	----	
23.	94.	83.	18.		8.0	7.7	6.8	----	30	13	9	2	3	5	2	2	----	----	----	----	----	----	----	----
21.	85.	36.			11.7	11.8	12.0	----	10	4	6	2	10	7	14	2	40.3	----	29.3	----	40.8	----	29.4	----
26.																								
22.	78.	59.			12.4	10.0	9.8		24	11	19		3	6	7		----	39.3	35.0		----	48.1	39.0	
26.	ALL	92.			7.0	9.1	11.7		29	11	9		1	2	6		----	----	43.2		----	----	38.9	
8.	ALL	63.	13.		16.6	13.0	8.9	----	1	7	7		10	9	8	1	----	33.4	27.9		----	33.9	27.9	----
27.					6.8	5.6	7.9	----	8	5	13	3		1	3		----	----	----	----		----	----	
30.	98.	63.	7.		7.9	8.3	8.7	----	90	61	53	6	26	21	31	4	62.7	49.3	36.9	----	61.1	47.3	35.7	----
26.																								
21.					----	6.2	----		3	6	2			1			----	----	----			----		
25.	ALL	ALL			5.3	8.5	6.1	----	13	7	10	3	9	8	14	2	55.7	41.7	34.6	----	52.5	42.4	33.5	----
24.	29.				10.0	10.0	10.0	----	7	7	6	1		8	8	4	----	41.9	30.1	----		37.2	29.8	----
18.	ALL	85.	26.		5.8	4.4	7.8	----	6	3	4		8	10	19	10	40.8	----	----		38.3	----	----	----
14.	85.	52.	3.						112	90	63	4	1	4	6	2	----	----	40.1	----	----	----	39.4	----
25.	96.	97.			8.2	8.6	8.6	----	32	25	23	4	13	9	20	7	60.9	44.7	36.1	----	56.3	43.8	35.8	----
21.	91.	ALL	ALL	53.	6.5	10.2	9.2	6.1	37	10	2	16	20	12	5	24	51.8	46.7	----	40.3	50.9	44.2	----	37.0
31.	ALL				5.0	----			7				1	2			----				----	----		
18.	ALL	42.			7.0	7.0	7.0	----	34	12	16	3	3	12	15	2	----	30.4	28.5	----	----	30.3	28.5	----
17.		ALL				9.0		9.0		127		29		71		21		52.6		39.4		50.2		36.3
28.	89.	58.			9.2	9.4	14.2		103	60	10	1	14	16	4		60.9	49.3	----	----	56.8	47.4	----	
27.	ALL				7.5	----	18.1		24	2	10		8	2	5		60.3	----	----		56.4	----	----	
24.	49.	19.			6.0	6.0	6.0	----	35	13	11	1	8	8	10	2	42.9	36.0	27.2	----	36.5	33.7	29.4	----
22.	94.	88.			6.1	6.2	6.5	----	47	29	24	1	3	19	21	4	----	47.7	37.8	----	----	46.0	37.9	----
22.	93.	75.	8.		10.3	10.8	12.3		21	30	22		6	22	14		56.5	44.0	35.5		52.8	42.8	35.7	
22.	90.	94.	7.						76	83	54		7	27	36		69.8	49.4	43.3		60.9	48.1	41.8	
19.	ALL				10.3	----	----	----	10	2	1	1	2	1			----	----	----	----	----	----		
27.	ALL	ALL			8.2	10.8	10.1	----	17	7	6		8	3	12	3	60.4	----	35.0		53.0	----	34.6	----
19.	92.	ALL	23.		2.1	3.0	8.1	----	12	11	10	2	1		3	2	----	----	----	----	----		----	----
23.	87.				4.9	----	----		23	4	3		8	2	1		64.1	----	----		64.5	----	----	
18.	ALL	79.			5.9	9.4	7.4		500	105	130		32	25	45		84.0	60.1	47.3		72.1	55.7	45.6	
19.	97.	95.							869	156	135		103	63	73		77.5	51.4	42.1		68.0	47.7	39.4	
19.	95.	87.							507	151	164		54	48	94		68.3	45.9	41.0		59.0	45.4	38.0	
19.	98.	90.							239	92	95		32	23	33		73.2	48.7	41.5		58.3	46.8	40.4	
19.	90.	91.							778	202	198		105	83	102		74.7	49.1	42.3		66.2	45.7	39.8	
19.	98.	97.							166	56	94		16	18	41		66.6	46.5	38.0		61.9	43.2	36.5	
19.	94.	91.							373	96	113	1	37	32	37		72.5	48.8	41.7	----	60.3	45.0	38.9	
19.	61.	38.							97	52	31		32	27	30		65.0	43.2	39.5		59.1	44.4	39.3	
19.	98.	97.							372	83	91		37	24	43		71.7	47.4	40.9		62.2	44.2	38.2	
19.	96.	98.							166	38	62		23	24	49		65.8	46.4	39.6		62.8	43.3	38.1	
19.	88.	47.	11.		9.7	10.4	14.8	----	27	25	19	1	7	13	16		42.4	32.0	28.5	----	41.7	32.1	24.2	
27.	94.	67.	7.						161	62	59	5	19	17	32	3	49.0	41.1	34.5	----	49.9	40.6	31.4	----
24.	98.	83.	6.		8.5	8.4	7.0		42	18	11		10	12	20		48.5	40.1	34.9		46.8	39.0	33.0	
24.	95.	71.	3.		13.3	13.8	12.6		76	44	29		21	31	38		63.6	46.7	38.8		55.8	44.1	37.4	
27.									99	50	38						----	----	----					
28.	96.	91.	2.	11.	7.1	6.7	8.5	4.6	400	314	225	16	42	77	104	3	75.2	52.5	44.5	----	66.2	48.3	41.3	----
25.	93.	71.			5.9	7.1	7.1	----	26	13	13		2	4	7	2	----	----	30.1		----	----	28.4	----
22.	98.	85.	19.		13.0	6.2	7.9		34	17	17		9	9	10		56.0	37.7	36.2		51.4	36.1	45.6	
23.					----	6.8	----			7	4	1	2	4	2			----	----	----	----	----	----	
22.	ALL	43.	24.	27.	8.2	8.6	7.6	7.8	23	17	19	10	4	4	14	5	----	----	31.0	----	----	----	30.2	----
25.									20	13	19	13	12	13	14	14	38.4	34.9	30.2	26.0	37.3	32.7	28.3	23.9
25.									4	1	5	3		1		3	----	----	----	----		----		----
24.	99.	90.			6.4	7.7	9.1		63	25	12		6	14	9	2	55.7	42.3	40.5		48.7	42.8	35.4	----
19.					7.5	7.5	7.5	----	16	23	4	4	3	12	5		----	30.1	----	----	----	29.0	----	
17.	98.	85.	31.		6.0	6.0	6.0	----	98	48	27			11	5	1	----	42.4	----			39.5	----	----
19.	97.	84.	18.						442	233	122		25	45	60	4	54.2	41.7	36.5		45.9	39.0	35.0	----
28.	ALL								7	4	3				1		----	----	----				----	
17.	97.	87.	15.		5.9	11.2	6.8	----	57	28	29	2	13	10	18	3	41.8	35.3	33.7	----	36.8	33.6	30.0	----
25.	91.								11	2	2			2	1		----	----	----			----	----	
23.	98.	75.	46.	71.					39	25	28	5	6	7	11	2	42.2	34.6	29.6	----	39.5	33.8	27.8	----
20.	94.	74.	26.	11.	5.2	4.6	4.6	----	114	76	56	4	30	23	35	5	44.1	37.5	32.8	----	42.3	37.5	30.4	----
20.	94.	67.	15.						15	16	9		3	14	11	1	----	36.7	30.9		----	34.9	28.6	----

APPENDIX I

NAME OF INSTITUTION	NOTES	(1) INST CATEGORY	(2) RATING OF AVERAGE SALARY				(3) AVERAGE SALARY BY RANK (IN THOUSANDS)					(4) RATING OF AVERAGE COMP.				(5) AVERAGE COMP BY RANK (IN THOUSANDS)				
			PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	PR	AO	AI	IN	AR
COLORADO (CONTD)																				
Univ. of Colorado, Boulder		I	3	3	3	3	60.4	45.4	38.1	27.4	50.1	3	3	4	4	71.4	54.5	45.4	32.8	59.5
Univ. of Colo. at Colo.Sprgs		IIA	3	3	2	4	49.9	39.0	35.2	23.8	39.0	3	4	3	5	59.1	46.8	42.4	28.1	46.5
Univ. of Colorado at Denver		IIA	2	2	1	2	54.9	42.9	38.7	28.3	44.1	2	3	2	3	64.6	51.0	45.3	34.1	52.1
Univ. of Colo. Hlth. Sci.Ctr	1	IIA	1	1	2	2	57.0	44.7	35.5	28.2	37.2	1	1	2	2	71.2	56.4	46.4	37.4	48.0
University of Denver		I	4	4	4	1	54.1	41.6	36.5	35.7	44.0	4	4	5	1	64.2	50.1	42.9	42.0	52.3
Univ. of Northern Colorado		I	5	5	5	5	46.9	38.0	31.5	23.5	37.2	5	5	5	5	54.9	44.7	37.0	27.7	43.7
University Southern Colorado		IIA	4	4	3	3	43.5	37.7	33.3	26.4	37.4	5	4	4	4	50.9	44.1	38.9	30.9	43.8
Western State College		IIB	2	3	2		42.9	34.7	29.9	-----	37.5	3	3	3		51.3	42.1	36.4	-----	45.2
CONNECTICUT																				
Albertus Magnus College		IIB	3	4	4	3	38.6	32.0	27.4	24.4	30.6	3	4	4	3	47.6	39.4	32.6	29.0	37.2
Asnuntuck Community College		III	2		2		45.8	-----	33.5	-----	39.7	1*		1*		66.4	-----	48.6	-----	57.5
Central Connecticut St.Univ.		IIA	2	2	2	2	54.6	44.1	36.2	29.8	44.4	2	2	2	1	67.7	55.7	46.6	39.0	56.0
Connecticut College		IIB	1	1	2	1	51.8	41.4	31.6	28.5	41.3	1	1	1	1	67.0	53.8	41.1	35.7	53.4
Connecticut Community Colls.	53	III	1	1	1	1	50.3	42.2	36.0	31.7	42.9	1	1	1	1	64.6	55.0	47.6	42.6	55.8
Conn. State Tech. Colleges	54	III	1	1	1*		51.1	45.1	38.4	-----	44.7	1	1*	1*		65.4	58.3	50.5	-----	57.3
Eastern Connecticut St.Univ.		IIA	1	1	2		57.7	44.8	36.6		48.0	1	1	1		76.8	59.0	48.5		63.5
Fairfield University		IIA	1	1	1	1	59.5	48.2	39.5	31.7	47.5	1	1*	1	1	77.1	62.3	49.8	38.9	60.9
Greater Hartford Comm. Coll.		III	1*		1	1	51.5	-----	36.4	31.5	42.1	1*		1*	1	66.4	-----	48.7	43.0	55.4
Hartford Seminary		IIA									48.2									60.1
Mattatuck Community College		III	1	1	1*	1*	49.9	41.1	38.3	32.5	45.2	1*	1*	1*	1	70.4	57.9	55.4	51.5	64.4
Norwalk Community College		III	1	1	1*	1*	51.1	41.9	37.0	34.1	44.4	1	1	1	1	62.2	51.9	46.8	43.5	54.7
Quinebaug Valley Comm. Coll.		III	1				47.7	-----	-----	-----	40.3	1				62.2	-----	-----	-----	52.8
Quinnipiac College	10	IIB	1	1	1	1	52.6	42.5	34.4	29.6	43.3	1	1*	1	1	68.0	55.5	44.4	36.8	56.0
Sacred Heart University		IIB	2	2	2		45.3	37.4	31.4	-----	36.5	2	2	2		57.3	47.2	39.6	-----	46.1
Saint Joseph College		IIA		5	5		-----	34.5	29.7	-----	32.3		5	5		-----	42.0	35.7	-----	39.1
South Central Comm. College		III	1	1	1*	1*	50.0	42.4	37.4	32.1	42.6	1	1	1*	1	64.5	55.9	49.9	43.7	55.9
Southern Conn. State Univ.		IIA	2	2	2	2	53.0	43.4	35.2	29.4	44.7	2	1	1	1	68.3	57.0	47.2	40.3	58.5
Trinity College		IIB	1*	1*	1*		61.1	45.1	35.7	-----	47.9	1*	1*	1*		77.1	58.3	45.4	-----	60.8
Tunxis Community College		III	1		1	1	49.8	-----	35.6	31.4	40.7	1		1*	1	64.7	-----	47.8	42.8	53.8
University of Bridgeport		IIA	3	4	3	3	49.4	37.5	34.3	27.2	39.7	3	3	2	3	62.9	48.5	43.5	33.8	50.6
University of Connecticut		I	2	1*	1	1*	69.2	52.4	42.6	42.2	57.7	1	1*	1*	1	85.2	67.0	55.7	55.2	72.6
University of Hartford		IIA	2	2	2	1	52.4	42.8	36.2	31.3	40.9	2	2	2	1	65.0	53.1	44.9	38.8	50.8
University of New Haven		IIA	3	2	2		48.7	44.0	36.8	-----	44.3	3	2	2		60.6	56.2	45.8	-----	55.4
Wesleyan University		IIA	1*	1	1		66.6	45.4	38.0	-----	54.3	1*	1	1		86.3	59.2	49.0	-----	70.3
Western Conn. State Univ.		IIA	2	1	1	2	54.4	44.7	37.0	29.0	47.1	1	1	1	1	71.0	59.3	50.1	40.4	62.2
Yale University		I	1*	1	2		82.3	49.1	38.9	-----	62.8	1*	2	3		98.8	59.1	47.0	-----	75.6
DELAWARE																				
Delaware State College	4	IIA	4	4	4	3	45.3	37.8	31.8	26.5	34.9	3	3	3	2	57.7	48.8	41.7	35.4	45.3
University of Delaware		I	3	3	3	4	62.3	45.1	37.0	27.0	46.8	2	2	2	3	79.3	59.1	48.8	36.9	60.8
Wesley College		IIB	3	3	3	3	39.5	32.9	29.1	25.1	32.5	3	4	3	4	49.0	39.3	34.3	27.9	38.9
DISTRICT OF COLUMBIA																				
American University	34	I	2	2	1	5	66.9	48.4	40.6	24.3	51.3	2	2	3	5	80.3	59.9	47.9	27.7	61.6
Catholic Univ. of America		I	4	4	5	3	56.6	41.6	34.3	28.5	43.4	4	5	5	4	66.5	49.0	39.8	31.5	50.8
Gallaudet University		IIA	1	2	2	2	58.8	43.9	36.7	29.4	42.9	1	1	1*	2	77.0	58.4	51.0	36.5	56.6
George Washington University		I	2	2	2	2	66.5	48.2	39.0	30.1	55.0	2	2	3	2	80.6	59.3	48.2	38.0	67.1
Georgetown University		I	1	2	3	1	74.9	49.0	37.7	34.7	54.4	1*	1	2	1	94.2	63.2	48.3	45.3	69.1
Mount Vernon College		IIB		2	3		-----	35.4	28.8		32.3		3	3		-----	42.7	36.1		39.9
Trinity College		IIB	4	5	5		37.1	27.5	23.5	-----	28.9	4	4	4		46.7	35.6	30.9	-----	37.2
Univ.of District Columbia		IIA	2	2	2	1	55.3	44.5	35.9	30.8	45.1	2	2	2	1	69.6	56.1	45.3	38.8	56.7
Wesley Theological Seminary		IIA	5				39.1	-----	-----		37.3	5				45.0	-----	-----		43.2
FLORIDA																				
Barry University		IIA	4	4	4	3	43.7	37.9	31.9	25.6	36.0	5	4	4	5	51.4	45.0	38.0	29.7	42.6
Eckerd College		IIB	2	2	2		44.4	35.8	31.3		37.6	2	2	2		56.3	45.9	39.8		47.9
Embry-Riddle Aero University	63	IIA	4	4	4	5	45.2	36.4	30.2	21.2	34.7	4	4	5	5	55.3	44.9	37.6	27.1	43.0
Florida Atlantic University	65	IIA	1	3	1	1	56.1	40.8	38.6	31.3	45.5	1	2	1	1	70.4	51.9	49.5	40.4	57.6
Florida Southern College		IIB	3	3	3	2	39.0	33.0	28.5	26.4	32.4	3	3	3	2	48.9	41.6	35.1	31.2	40.2
Florida State University		I	4	5	4	4	54.5	39.6	35.2	25.4	45.2	4	4	4	4	68.2	50.3	45.1	32.5	57.0
Jacksonville University		IIB	3	3	3		38.8	32.8	29.7		33.4	3	3	3		48.5	40.1	35.1		40.8
Manatee Community College	91	III	4	4	4	5	39.2	31.9	26.9	22.2	28.4	3	4	4	4	50.4	41.3	35.1	29.3	37.0
Miami-Dade Community College	96	III	3	4	4	4	40.0	33.4	27.5	24.1	34.0	3	3	4	4	52.1	43.7	36.3	32.2	44.5
Palm Beach Atlantic College		IIB	4	3	2	1	37.5	34.7	32.0	29.3	33.8	4	3	2	1	45.3	42.1	38.5	34.8	40.8
Rollins College	120	IIB	1	1	2	4	50.2	39.8	29.8	23.4	41.4	1	2	3	4	61.8	48.7	36.1	28.1	50.7
St.John Vianney College Sem.		IIB							-----		-----							-----		-----
Stetson University	131	IIA	2	3	3		54.4	40.7	32.9	-----	42.4	2	3	3		69.8	51.1	41.2	-----	53.7
University of Florida		I	3	4	3	3	58.4	41.3	37.0	29.8	45.8	3	4	2	2	73.5	53.1	49.4	40.3	59.0
University of Miami		I	3	4	3	2	58.2	42.2	36.9	30.0	46.5	3	3	3	3	74.7	54.6	45.8	36.5	59.4
University of North Florida		IIB	1	2	1	3	48.1	38.1	33.1	24.3	38.8	1	1	1	2	62.2	49.7	43.1	32.1	50.4

(6)	(7)				(8)				(9)								(10)							
BEN.AS % OF SALARY	PERCENTAGE OF TENURED FACULTY				PERCENTAGE INCREASE IN SALARY(CONTINUING FAC)				NUMBER OF FULL-TIME FACULTY								AVERAGE SALARY BY RANK AND BY SEX							
									MEN				WOMEN				MEN				WOMEN			
	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
19.	ALL	88.	13.	5.	5.8	6.6	6.0	5.2	394	184	133	8	31	64	79	11	60.3	46.4	39.4	25.6	60.8	42.6	35.9	28.7
19.	96.	86.	5.						47	42	26	11	4	8	17	15	----	39.3	36.5	25.7	----	37.8	33.3	22.4
18.	89.	79.	6.		4.2	5.1	4.2	3.6	88	82	71	19	10	22	32	5	55.2	43.7	40.0	----	52.1	39.8	35.9	----
29.	95.	79.	2.						13	16	14	1	8	17	36	17	58.8	47.2	35.1	----	54.1	42.3	35.6	----
19.	97.	89.	6.		5.3	7.2	6.5	2.3	116	80	55	5	16	23	34	3	55.2	42.1	36.6	----	45.9	39.7	36.5	----
17.	98.	80.	14.		6.0	5.7	5.6	6.3	111	91	63	7	24	31	64	19	47.4	38.6	33.1	22.5	44.6	36.5	29.8	23.8
17.	ALL	94.	40.		5.8	6.4	6.0	5.5	54	39	31	6	4	8	17	9	----	38.2	33.8	29.0	----	35.2	32.2	24.7
21.	ALL	47.	50.		9.1	11.3	11.6		42	15	14	3	3	4	6		----	----	30.7	----	----	----	28.2	
22.	ALL	82.			----	12.4	13.7	----	1	7	5	1	5	4	3	5	----	----	----	----	----	----	----	----
45.	ALL		22.		8.2	----	9.3	----	6	3	3		3	1	6	1	----	----	----		----	----	----	----
26.	95.	86.	35.	8.					109	95	64	9	22	34	47	17	54.8	44.3	37.1	31.4	53.4	43.7	35.0	28.9
30.	96.	86.	5.		8.4	7.7	8.7	5.3	34	31	20	6	17	13	18	6	51.8	40.9	31.4	29.3	51.8	42.5	31.9	27.6
30.	ALL	88.	40.	6.					178	52	62	31	86	44	79	47	51.1	43.6	38.9	32.1	48.6	40.4	33.6	31.3
29.	ALL	ALL	92.						52	41	52	1	3	10	14	2	----	45.3	38.6	----	----	44.2	37.6	----
32.	98.	83.	8.		7.0	7.9	14.4	----	39	33	14		7	20	11		57.9	45.9	37.5		56.8	43.0	35.6	
28.	98.	90.	42.		12.8	13.9	14.5	----	48	37	42	5	9	11	36	1	59.8	48.7	41.2	----	58.4	46.6	37.6	----
32.	ALL		50.	13.	6.4	----	8.8	8.0	19		5	4	3	4	9	4	----		----	----	----	----	----	----
25.																								
43.	ALL	92.	67.	17.					27	4	7	2	13	8	2	4	50.7	----	----	----	48.1	----	----	----
23.	ALL	ALL	55.	17.	5.0	7.1	8.3	9.3	11	5	5	4	15	9	6	2	51.4	----	----	----	51.0	----	----	----
31.	ALL				7.5	----	----	----	5	2	2	1	3		3	2	----	----	----	----	----		----	----
29.	93.	84.	22.		8.2	8.1	7.5	7.8	52	29	23		9	8	28	6	52.9	43.2	34.5		50.6	40.0	34.3	----
26.	ALL	61.	6.		5.0	7.3	10.3	----	13	26	20	1	6	15	15	2	45.1	38.2	31.1	----	45.7	36.0	31.9	----
21.		80.			----	10.1	10.4		4	11	7		1	14	21	4	----	34.0	28.6		----	34.8	30.0	----
31.	ALL	83.	56.		11.5	9.2	7.9	9.3	10	5	4	4	8	1	5	4	51.2	----	----	----	48.5	----	----	----
31.	ALL	81.	35.	13.					122	80	63	3	44	45	52	5	53.9	43.6	35.3	----	50.7	42.9	35.0	----
27.	93.	82.			8.0	8.7	15.1		49	23	25		8	10	21	1	62.0	46.0	36.8		55.4	43.1	34.3	----
32.	ALL		35.						8	3	6	6	8	2	11	3	51.9	----	35.9	----	47.7	----	35.5	----
27.	94.	58.	9.	4.	-20.7	-23.7	-12.5	-10.3	56	38	23	14	9	15	12	12	48.0	38.2	35.6	27.2	58.2	35.8	31.7	27.2
26.	97.	82.	16.		7.4	8.1	8.2	7.1	466	225	142	9	64	72	103	5	69.9	52.8	43.1	----	64.0	51.1	41.9	----
24.	92.	81.	8.		7.5	8.1	8.9	8.0	58	85	74	20	2	17	46	12	----	43.1	36.8	32.5	----	41.6	35.3	29.1
25.	93.	62.	21.		5.8	6.9	5.5	----	71	30	25	2	4	7	4	2	----	44.9	----	----	----	40.2	----	----
30.	96.	81.			8.2	9.9	7.5	----	116	28	39	3	19	24	26	1	67.4	46.9	38.4	----	61.6	43.7	37.5	----
32.	88.	61.	24.						61	40	17	3	22	21	16	4	54.8	45.3	36.9	----	53.2	43.5	37.1	----
20.	99.	26.			6.8	10.3	8.6	----	378	82	138	4	35	39	88	1	82.7	50.4	39.9	----	77.6	46.3	37.4	----
30.	89.	49.	51.		4.0	4.2	4.1	4.3	21	27	30	12	6	10	27	14	45.7	38.4	32.8	28.0	44.1	36.0	30.6	25.2
30.	99.	92.			7.3	7.7	10.1	8.3	283	220	143	23	27	87	115	34	62.8	45.6	38.2	28.8	57.0	43.8	35.6	25.9
20.	88.	45.	11.		8.7	4.5	3.1	----	11	4	12	2	5	7	7	5	----	----	29.9	----	----	----	27.8	----
20.	98.	77.	6.		6.0	5.4	6.6	11.0	143	74	84	15	32	20	61	18	66.7	48.3	41.6	28.0	68.0	49.0	39.3	21.2
17.	96.	80.	7.		6.5	6.5	6.5		96	105	64	2	14	41	58	4	57.2	42.3	34.7	----	52.2	39.8	33.8	----
32.	99.	80.	33.	2.	7.2	7.8	8.1	7.2	49	39	26	10	23	36	38	42	60.1	46.9	36.7	28.3	56.0	40.8	36.7	29.7
22.	93.	63.	8.		5.2	6.8	7.6	6.8	269	113	73	3	38	42	61	11	67.9	48.9	40.8	----	56.7	46.4	36.9	----
27.	85.	86.	16.		6.1	8.5	9.7	12.1	158	108	81	6	14	40	65	10	75.0	48.8	39.1	39.3	73.2	49.6	36.1	32.0
23.		ALL	5.		----	4.0	4.0		2	3	5		1	6	15		----	----	----		----	----	----	
29.	ALL	94.							3	5	1	2	11	11	9	3	----	----	----	----	----	----	----	----
26.					0.7	2.6	4.6	8.6	133	105	83	13	51	47	74	13	55.7	44.6	35.8	30.7	54.3	44.4	36.0	30.9
16.					12.4	----	----		12	1	2		3	1	1		----	----	----		----	----	----	
18.					5.5	6.2	6.3	5.5	19	30	27	6	17	23	35	6	43.6	38.8	33.6	26.6	43.7	36.8	30.7	24.6
27.	97.	86.	13.		6.5	7.2	6.3		29	15	19		6	7	12		45.3	36.6	32.5		39.9	34.3	29.3	
24.	82.	49.	10.		6.8	6.8	6.8		51	100	118	13	5	12	11	1	----	36.5	30.4	----	----	35.0	28.2	----
27.	90.	76.	13.	8.	4.7	5.6	4.4	5.7	142	93	85	7	11	36	40	5	56.1	41.9	39.8	----	55.7	38.0	36.0	----
24.	22.	13.							24	16	24	5	3	7	18	1	----	33.6	29.4	----	----	31.6	27.4	----
26.	96.	87.	2.		4.2	5.6	5.4	3.2	442	218	146	9	49	99	87	13	55.1	40.7	35.9	23.4	49.3	37.3	34.1	26.7
22.	ALL	86.	18.		15.9	16.3	16.7		26	22	25		8	6	13		38.6	31.7	29.4		39.7	36.7	30.2	
30.	ALL	ALL	43.	19.					19	16	23	23	11	12	14	30	39.2	32.0	26.6	22.1	39.2	31.7	27.5	22.3
31.	ALL	96.	44.	8.	3.5	4.7	5.3	5.4	215	130	56	31	85	128	55	62	40.6	34.2	27.9	24.1	38.6	32.5	27.2	24.2
21.					4.0	4.0	4.0	----	10	11	14	2	2	4	2	4	----	----	----	----	----	----	----	----
22.	92.	75.	11.		5.1	5.6	6.4	----	50	41	15		11	12	13	7	51.8	40.1	30.4		43.0	39.1	29.2	----
...							----				3				1				----				----	
27.	98.	80.	11.		7.2	7.3	7.2	----	56	31	35	1	9	10	20	4	55.4	42.6	33.5	----	47.8	34.8	31.9	----
29.	96.	87.	6.		5.2	7.5	7.5	6.1	858	521	380	36	71	127	138	66	59.0	41.6	38.0	33.4	50.4	39.9	34.4	27.8
28.	98.	78.	4.		2.8	2.1	2.7	3.0	264	141	100	9	32	39	36	8	58.6	42.5	38.2	32.5	54.8	41.3	33.5	27.2
30.	97.	87.	12.		5.9	6.3	3.9	3.6	54	63	30	7	8	31	19	9	48.4	38.7	34.3	22.9	46.1	36.9	31.1	25.4

APPENDIX I

NAME OF INSTITUTION	NOTES	(1) INST CATEGORY	(2) RATING OF AVERAGE SALARY				(3) AVERAGE SALARY BY RANK (IN THOUSANDS)					(4) RATING OF AVERAGE COMP.				(5) AVERAGE COMP BY RANK (IN THOUSANDS)				
			PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	PR	AO	AI	IN	AR
FLORIDA (CONTD)																				
University of South Florida		I	4	4	5	3	54.9	40.7	34.3	27.9	43.3	4	4	5	3	67.7	51.2	41.9	34.1	53.6
University of Tampa		IIB	2	3	2	4	42.7	34.2	30.6	22.1	34.6	3	3	2	4	51.9	42.3	37.4	27.2	42.4
University of West Florida		IIA	2	3	3	1	51.2	38.8	34.2	30.6	41.1	2	3	3	2	63.4	48.5	43.0	38.6	51.3
GEORGIA																				
Abraham Baldwin Agri. Coll.		III	4	3	3	4	38.6	35.2	29.7	25.0	31.8	3	3	3	3	50.0	45.8	39.2	33.4	41.8
Agnes Scott College		IIB	2	2	2		45.5	37.1	30.5	-----	36.8	2	2	2		56.6	46.7	37.7	-----	45.8
Andrew College		III			5		-----	-----	23.7	-----	25.5			5		-----	-----	27.3	-----	29.8
Armstrong State College	2	IIB	2	2	3	3	43.9	36.9	29.5	24.9	34.0	2	2	2	2	56.1	47.1	37.8	31.8	43.5
Atlanta Metropolitan College	1	III		4	3		-----	33.5	30.6	-----	32.7		3	3		-----	43.2	39.1	-----	42.0
Augusta College		IIA	3	4	3	4	48.3	36.3	32.4	24.8	36.7	3	4	3	4	60.6	45.6	40.9	31.2	46.1
Berry College	3	IIB	2	3	2	3	45.6	34.2	30.0	24.9	34.8	2	3	2	3	57.1	43.6	37.4	30.3	43.6
Brenau College		IIB	4	4	5		37.6	31.9	24.6	-----	28.3	4	4	5		43.9	37.5	29.2	-----	33.4
Brunswick College	2	III	3	3	3	3	41.4	35.6	29.5	26.8	30.9	3	3	3	2	52.7	45.9	38.5	35.2	40.3
Columbia Theological Sem.		IIA	5				40.0	-----	-----		38.7	3				59.7	-----	-----		57.6
Columbus College	2	IIA	4	4	3	3	42.6	35.8	32.7	26.5	37.7	4	4	3	2	55.3	46.4	42.4	36.4	48.9
Covenant College		IIB	4	4			36.6	32.2	-----		33.8	4	3			44.7	41.5	-----		42.1
Darton College	2	III	4	4	3		35.5	33.0	30.9	-----	32.1	4	4	3		45.5	42.4	39.8	-----	41.3
DeKalb College	2	III	3	2	3	3	42.3	37.5	30.2	25.6	31.9	3	2	3	3	53.4	47.5	38.6	33.0	40.7
East Georgia College	1	III			3		-----	-----	29.9	-----	31.5			3		-----	-----	39.9	-----	41.9
Emory University		I	2	2	3	2	68.0	46.3	37.8	30.5	52.0	2	2	3	2	83.2	57.7	47.4	38.2	64.3
Floyd College	2	III	2	4	4	4	44.1	30.9	29.1	23.2	31.6	2	4	3	4	56.7	40.4	37.7	29.6	40.9
Gainesville College	2	III	3	3	3	3	42.0	34.1	29.5	25.5	32.8	3	3	3	3	53.8	44.8	38.7	33.8	42.9
Georgia College		IIA	4	5	3	5	43.4	35.3	32.4	22.9	35.7	4	4	3	5	54.9	44.9	41.9	28.6	45.5
Georgia Institute of Tech.	1	I	3	2	1	4	63.7	47.4	43.0	25.0	51.6	2	2	1	4	79.3	60.1	54.6	32.5	64.9
Georgia Southern University	70	IIA	4	4	5	4	45.7	37.9	30.1	24.1	33.4	3	3	4	4	58.2	47.8	37.8	29.9	42.0
Georgia State University		I	3	3	3	4	59.7	43.5	36.8	25.8	46.4	3	3	3	4	74.0	54.2	46.2	32.8	57.7
Interdenominat'l Theol. Ctr.		IIA	5	5			40.1	30.7	-----		33.7	5	5			49.2	38.5	-----		41.8
Kennesaw State College		IIB	1	1	1	2	49.0	39.8	32.7	25.5	37.5	1	1	1	2	61.8	50.7	41.8	33.3	47.8
Macon College	2	III	4	3	4	4	39.5	34.1	29.0	24.9	31.0	3	3	3	4	49.9	43.2	36.8	32.1	39.5
Mercer University-Entire	93	IIA	2	4	3	4	50.8	38.1	32.7	24.9	40.1	3	4	3	4	60.8	46.4	40.2	31.1	48.7
North Georgia College	2	IIA	4	4	3	2	43.7	36.5	32.4	28.8	36.6	4	4	3	2	55.0	46.9	42.0	36.8	46.9
Oglethorpe University		IIB	2	2	2		43.6	38.4	30.0		38.0	3	2	3		52.5	46.5	36.6		46.0
Paine College		IIB	5	5	5	5	27.4	26.3	22.1	18.2	22.6	5	5	5	5	31.6	30.5	25.7	21.3	26.2
Savannah State College	2	IIB	2	3	1	3	44.5	33.2	34.1	25.1	36.6	2	3	1	2	57.0	43.2	44.3	33.3	47.3
Shorter College		IIB	4	4	4	4	34.1	29.4	27.5	22.1	28.5	4	5	4	4	41.2	34.7	32.7	26.6	34.1
Southern Coll. of Technology	1	IIB	3	2	1	2	41.1	35.8	33.1	26.3	36.3	2	2	1	2	53.0	45.9	42.8	33.2	46.6
Thomas College		IIB					-----	-----	-----		20.1					-----	-----	-----		23.0
University of Georgia		I	4	4	4	5	57.9	40.8	35.3	23.7	44.7	3	4	4	5	72.8	52.4	45.4	30.3	56.8
Valdosta State College	4	IIA	4	4	4	3	45.4	37.1	31.6	27.1	36.6	3	3	3	2	58.0	47.9	41.2	35.7	47.3
Wesleyan College		IIB	4	4	3		38.1	30.8	28.5	-----	30.8	3	4	3		46.9	38.1	35.0	-----	37.8
West Georgia College		IIA	4	4	3	4	44.9	36.2	33.4	24.2	37.5	3	4	3	4	57.4	46.5	42.9	31.3	48.0
HAWAII																				
Chaminade Univ. of Honolulu		IIB	4	4	5		34.0	29.3	25.1	-----	29.0	5	4	4		40.4	35.8	30.6	-----	35.1
Univ. of Hawaii at Manoa	19	I	3	2	2	3	61.5	46.7	39.6	29.6	49.2	3	2	2	3	74.8	57.9	49.4	37.5	60.6
Univ. of Hawaii at Hilo	19	IIB	1	1	1		51.2	41.0	33.9	-----	40.2	1	1	1		63.1	51.1	42.6	-----	50.1
Univ. of Hawaii-West Oahu	19	IIB	2		1		45.0	-----	33.0		38.8	2		1		55.9	-----	41.5		48.5
IDAHO																				
Boise State University		IIA	5	4	3	3	41.2	35.9	32.6	26.8	35.8	5	4	3	3	51.0	44.7	40.8	33.8	44.6
College of Idaho		IIB	4	4	5		37.7	30.1	24.1		30.7	4	4	5		44.2	35.7	29.0		36.3
College of Southern Idaho		III	5	4	4	4	33.2	30.7	26.8	24.0	29.1	5	4	4	4	41.4	38.5	33.8	30.5	36.6
Idaho State University	77	IIA	4	5	4	3	42.5	35.4	30.9	27.1	34.0	4	4	4	3	52.4	44.1	38.6	34.2	42.4
Lewis-Clark State College	85	IIB	4	4	4		36.0	30.9	25.6	-----	30.2	4	4	4		44.6	38.6	32.3	-----	37.8
Northwest Nazarene College		IIB									26.7									34.4
University of Idaho		I	5	5	4	4	47.6	38.1	35.0	25.8	40.9	5	5	4	4	57.7	46.7	43.1	32.2	49.9
ILLINOIS																				
American Cons. of Music		IIA									27.5									32.0
Augustana College		IIB	1	1	1	1	50.0	39.3	32.2	28.1	38.1	1	2	2	1	62.1	48.3	40.1	34.6	47.2
Aurora University		IIB	2	3	2		42.7	34.3	30.4	-----	35.1	3	3	3		51.1	40.4	35.0	-----	41.2
Barat College		IIB	3	3	4		40.9	32.9	27.2	-----	31.5	3	4	4		47.5	38.7	32.1	-----	37.0
Blackburn University		IIB									29.5									35.2
Bradley University		IIA	2	2	3	4	50.7	42.0	34.3	23.9	40.2	3	3	3	5	60.6	51.0	41.3	29.5	48.4
Chicaco State University		IIA	5	5	5	4	41.2	33.4	29.5	24.8	34.4	5	5	5	5	46.2	37.8	33.6	28.4	38.9
Chicago Theological Seminary		IIA	4				44.1	-----	-----	-----	40.7	4				55.6	-----	-----	-----	52.1
College of Saint Francis		IIB	3	2	2		40.5	37.4	31.6	-----	34.4	3	2	2		49.4	45.8	39.2	-----	42.3
Columbia College		IIB									35.8									44.1
Concordia University		IIB	5	5	5		33.4	28.3	23.2	-----	28.6	5	4	5		39.8	35.4	29.2	-----	35.1
DePaul University		IIA	1	1	1	1	60.2	47.1	38.7	32.0	45.6	1	1	1	1	74.7	59.3	47.8	38.9	56.6

(6)	(7)				(8)				(9)								(10)							
BEN.AS % OF SALARY	PERCENTAGE OF TENURED FACULTY				PERCENTAGE INCREASE IN SALARY(CONTINUING FAC)				NUMBER OF FULL-TIME FACULTY								AVERAGE SALARY BY RANK AND BY SEX							
									MEN				WOMEN				MEN				WOMEN			
	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
24.	93.	85.	7.		4.5	5.4	5.5	6.0	360	251	141	24	43	92	103	47	55.3	41.5	34.6	28.1	51.1	38.5	33.9	27.8
23.	89.	28.	21.		5.0	5.0	5.0	----	28	31	20	6	8	8	9	3	43.8	33.9	33.0	----	38.7	35.1	25.3	----
25.	99.	96.	18.	5.					72	65	31	10	4	25	18	10	----	39.6	35.3	32.1	----	36.6	32.3	29.1
31.	ALL	ALL	66.						12	13	13	5	2	10	19	10	----	34.9	31.0	----	----	35.5	28.8	----
25.	95.	94.	17.		0.1	0.7	0.5	----	11	7	9		8	11	15	2	46.2	37.6	30.0		44.6	36.8	30.8	----
17.					----		----	----	1	1	2		4		4	1	----	----	----		----		----	----
28.	97.	72.	33.						33	15	34	4	2	14	46	4	----	35.6	29.4	----	----	38.3	29.5	----
29.		ALL	64.		----	4.3	4.1	----	1	18	6	1	1	13	8	1	----	33.8	30.8	----	----	33.2	30.5	----
26.	93.	81.	22.		6.3	5.3	6.7	6.1	32	34	27	6	8	18	27	12	49.4	36.3	32.7	24.7	43.9	36.3	32.1	24.9
25.	86.	64.	11.		4.9	6.3	6.9	----	25	20	18	5	3	2	19	4	----	----	31.4	----	----	----	28.6	----
18.									7	7	13	1	3	9	18	3	----	35.9	26.1	----	----	28.8	23.5	----
30.	ALL	71.	33.		6.8	6.0	6.0	6.7	4	4	8	8	3	3	7	12	----	----	30.0	27.2	----	----	28.9	26.5
49.	ALL				8.0	----	----		12	2	1		2				----	----	----		----			
30.	93.	82.	5.		4.1	3.3	4.4	----	60	38	18	1	15	18	21	5	42.9	35.8	34.0	----	41.1	35.7	31.6	----
25.	45.	18.			2.4	5.5	6.7		20	11	5						----	----	----					
29.	ALL	86.	58.						9	8	9	1	3	13	15	4	----	33.7	32.1	----	----	32.6	30.1	----
28.	65.	71.	8.						16	38	27	25	10	34	45	63	42.3	38.1	31.8	25.9	42.4	36.8	29.2	25.4
33.			38.		----	----	----	----		5	8	1	1			1		----	----	----	----			----
24.	ALL	86.			8.0	8.1	8.0	8.2	161	94	68	8	23	44	61	7	69.4	47.1	39.8	31.6	58.3	44.5	35.6	29.2
29.	ALL	86.	21.		5.2	5.7	5.8	7.4	9	7	9	3	3	7	10	8	----	31.6	30.3	----	----	30.2	28.1	----
31.	ALL	90.	27.		6.2	6.4	5.5	5.3	7	9	8	3	4	11	14	4	----	34.8	32.6	----	----	33.5	27.7	----
28.	90.	59.	12.		4.3	6.0	7.1	4.6	39	25	32	5	10	19	27	8	44.3	34.6	33.5	----	39.9	36.2	31.1	----
26.	90.	77.	5.		4.5	6.8	5.7	3.2	233	178	139	11	5	23	23	14	----	48.3	43.4	28.2	----	40.8	40.4	22.6
26.	91.	72.	27.		7.3	6.0	7.3	6.0	79	84	118	30	9	27	99	64	46.1	38.4	31.0	23.7	42.9	36.1	29.1	24.4
25.	96.	86.	11.		4.2	4.9	6.6	5.4	224	183	110	10	29	81	96	18	60.3	44.1	38.6	24.4	54.9	42.2	34.8	26.5
24.	86.	50.			11.1	3.3	----		6	9	1		1	1	1		----	----	----		----	----	----	
27.	90.	66.	9.		3.5	3.5	3.5	3.5	27	59	34	12	21	35	55	16	51.6	41.2	34.2	25.5	45.7	37.5	31.7	25.5
27.	92.	83.	32.		4.2	4.7	4.8	4.7	18	9	18	7	7	9	26	22	40.4	35.5	28.4	26.0	37.3	32.7	29.4	24.6
21.	95.	70.	15.						66	53	30	6	9	14	30	8	51.1	38.0	34.6	30.6	48.2	38.5	30.9	20.7
28.	92.	79.	44.						33	15	23	6	6	13	20	5	43.9	36.9	33.0	----	42.1	36.0	31.7	----
21.	ALL	43.	8.		10.8	11.9	9.9		14	6	8		4	1	4		----	----	----		----	----	----	
16.	67.	36.	31.		14.1	10.3	10.2	7.5	5	10	7	8	1	4	6	9	----	----	22.7	18.5	----	----	21.4	18.0
30.	92.	63.	9.						30	27	21	3	7	16	11	3	45.2	32.6	37.4	----	41.3	34.2	27.8	----
20.	ALL	90.	7.		5.9	9.7	6.8	6.9	9	6	19	5	4	4	8	3	----	----	27.6	----	----	----	27.1	----
29.	95.	86.	17.		4.5	4.7	4.9	----	37	41	26	4	3	9	10	2	----	36.3	33.5	----	----	33.7	32.2	----
14.					----	----	----		5	3	2			1	2		----	----	----			----	----	
27.	96.	91.	6.		4.9	5.7	5.9	6.1	568	439	330	22	46	99	171	42	58.2	41.1	36.2	23.7	54.0	39.5	33.6	23.7
29.	88.	61.	31.						59	58	65	5	16	16	43	12	46.6	37.4	33.2	----	41.3	36.0	29.3	----
23.	88.	44.			6.7	6.0	5.8	----	5	7	10		3	2	8	2	----	----	28.5		----	----	28.5	----
28.	88.	92.	23.		4.4	5.7	5.6	6.2	71	43	40	10	13	16	30	10	45.3	36.6	33.9	24.1	42.9	35.3	32.8	24.3
21.	71.	55.	5.		16.9	26.3	20.9	----	11	14	11	1	6	8	10	1	34.7	29.2	25.2	----	32.6	29.3	25.0	----
23.	94.	79.	11.	8.	11.3	10.7	9.6	9.9	370	223	147	17	46	81	119	75	62.2	47.1	41.1	29.7	56.3	45.8	37.8	29.6
25.	93.	93.	15.		11.3	10.9	9.7	----	38	34	30	2	2	11	16	3	----	41.6	34.1	----	----	39.4	33.7	----
25.	ALL				11.5	----	----		5	3	4		2		2		----	----	----		----		----	
24.	98.	82.	20.		7.2	7.2	7.3	5.9	126	75	48	5	17	29	42	6	41.2	37.1	34.4	----	40.8	32.9	30.6	----
18.	ALL	31.			6.0	8.7	6.8		14	9	12			4	2		----	----	----			----	----	
26.					7.4	7.6	8.7	9.3	21	10	22	8	11	5	7	9	33.6	----	26.[illegible]	24.8	32.4	----	26.6	23.3
25.	98.	74.	56.	49.	7.9	8.4	8.5	6.5	92	65	63	67	11	22	37	33	43.0	35.9	31.[illegible]	28.6	38.3	34.0	30.3	23.9
25.	93.	79.			8.2	7.7	8.7		23	23	15	2	5	16	19	2	----	30.5	24.8	----	----	31.6	26.3	----
29.																								
22.	98.	81.	13.	14.	8.1	9.7	7.4	7.4	199	127	117	4	14	26	35	3	47.8	38.2	35.3	----	44.2	37.4	33.9	----
16.																								
24.	95.	88.	14.		6.2	6.7	9.5	9.3	32	25	29	8	5	7	22	10	----	39.9	32.2	27.8	----	36.9	32.2	28.3
18.	8.								18	14	17		7	9	14	3	41.6	35.0	31.3		45.3	33.0	29.4	----
17.	ALL	67.	15.						4	3	4	1	6	3	9	3	----	----	----	----	----	----	----	----
20.																								
21.	97.	79.	16.		8.3	12.0	12.8	11.0	68	76	54	9	3	13	37	14	----	42.6	34.9	25.7	----	38.7	33.4	22.8
13.	99.	77.	13.						81	37	38	5	38	27	31	12	41.2	34.2	28.6	----	41.1	32.3	30.7	----
28.	ALL				----	----	----		6		1	1	2	1	1		----		----	----	----	----	----	
23.	14.	6.							5	8	11	1	2	10	13	4	----	37.2	33.2	----	----	37.6	30.3	----
23.																								
23.	ALL	66.			0.0	0.0	0.0		19	21	10		4	11	7	1	----	28.7	24.2		----	27.6	21.7	----
24.	99.	80.	9.		5.6	5.2	5.4	5.5	93	114	76	31	19	40	55	41	61.3	48.4	39.9	33.6	54.6	43.3	37.1	30.7

APPENDIX I

NAME OF INSTITUTION	NOTES	(1) INST CATEGORY	(2) RATING OF AVERAGE SALARY				(3) AVERAGE SALARY BY RANK (IN THOUSANDS)					(4) RATING OF AVERAGE COMP.				(5) AVERAGE COMP BY RANK (IN THOUSANDS)				
			PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	PR	AO	AI	IN	AR

I L L I N O I S (CONTD)

NAME OF INSTITUTION	NOTES	INST CATEGORY	PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	PR	AO	AI	IN	AR
Eastern Illinois University	60	IIA	4	4	4	5	43.1	35.8	31.6	22.7	35.7	5	5	5	5	49.0	40.9	36.4	26.6	40.8
Elmhurst College		IIB	2	2	2	2	44.8	37.2	30.0	27.1	35.3	2	2	2	2	58.4	47.1	37.0	32.3	44.5
Eureka College		IIB	4	5	4		34.5	28.6	26.7	-----	29.0	4	5	4		41.1	34.5	32.2	-----	35.0
Garrett-Evangelical Theo.Sem		IIA	4				46.1	-----	-----	-----	41.4	4				54.0	-----	-----	-----	48.5
Governors State University		IIA									40.0									45.6
Greenville College		IIB	5	5	5		33.0	28.7	24.1	-----	29.4	4	5	5		41.5	34.9	28.7	-----	36.3
Illinois Benedictine College		IIA	5	5	5		40.6	33.8	30.1	-----	35.3	5	5	5		49.1	41.9	37.3	-----	43.3
Illinois Central College		III	3	3	3	3	40.7	36.4	30.0	25.9	36.6	4	3	3	3	48.4	44.2	38.1	33.6	44.3
Illinois College		IIB	2	2	3		43.0	36.8	28.3	-----	36.4	2	3	4		53.2	43.3	33.6	-----	43.7
Illinois State University		I	5	5	5		50.7	39.4	33.2		41.6	5	5	5		58.1	45.7	38.8		48.0
Illinois Wesleyan University		IIB	2	2	2	3	45.7	35.2	31.0	25.3	35.8	2	2	2	3	59.6	45.0	38.4	30.5	45.5
John A. Logan College		III	2	3	2	1	43.5	36.2	31.9	30.3	35.0	3	3	3	2	51.9	43.8	38.5	36.7	4[illegible]
Judson College		IIB	4	4	3		36.7	31.9	29.5	-----	32.2	4	4	3		45.3	39.3	36.6	-----	39.7
Kendall College		IIB				2		-----	-----	25.7	26.1				3		-----	-----	28.8	29.5
Knox College		IIB	2	2	2	2	46.1	37.5	31.4	26.6	38.8	2	2	2	2	58.5	45.9	37.6	32.3	48.1
Lake Forest College		IIB	1	1*	1		56.6	44.3	33.7	-----	43.8	1*	1*	1		74.6	59.2	44.6	-----	58.0
Lewis University		IIA	5	5	5	4	37.5	32.5	28.0	24.6	31.2	5	5	5	4	45.1	39.5	34.5	29.9	37.8
Lincoln Christian Coll.&Sem.		IIB	5	5	4		31.3	28.6	25.8		28.8	5	5	5		35.7	32.8	30.3		33.1
Loyola Univ. of Chicago		I	3	3	3	1	62.3	45.9	38.1	35.2	47.5	3	3	3	1	75.3	56.3	46.5	43.4	57.9
Lutheran Sch.Theol.-Chicago		IIA	5				41.7	-----	-----		39.9	5				52.1	-----	-----		49.9
McCormick Theological Sem.		IIA	5		5		37.5	-----	29.0		33.4	5		5		46.5	-----	36.8		41.8
McKendree College		IIB	3	3	2	2	39.4	34.7	30.3	26.6	33.8	3	3	3	2	47.9	41.6	36.6	31.7	40.8
MacMurray College		IIB	5	5	5	4	28.7	21.5	22.6	23.3	23.9	5	5	5	4	35.1	27.6	28.1	28.0	29.3
MacCormac College		III			5		-----	-----	23.1	-----	24.2			5		-----	-----	27.8	-----	29.1
Meadville Theological School		IIA					-----				-----					-----				-----
Mennonite College of Nursing		IIB			3				29.1	-----	27.8			3				35.7	-----	33.7
Millikin University		IIB	2	2	2	2	46.7	37.8	30.0	27.2	36.1	1	1	2	2	60.0	48.9	37.7	33.8	46.2
Monmouth College		IIB	3	3	3		41.1	33.1	27.8	-----	34.7	3	3	3		50.8	42.0	34.4	-----	43.0
Moraine Valley Comm. College	4	III	2	2	1	1	47.2	38.7	34.2	31.9	40.5	2	2	1	1	57.5	48.1	43.5	40.6	50.2
Mundelein College	PNA	IIB																		
NAES College		IIB									-----									-----
National-Louis University	105	IIA	3	4	4	4	48.2	37.2	31.1	25.5	33.2	3	4	5	4	57.4	45.0	36.7	30.8	39.5
North Central College		IIB	3	2	2	2	41.5	36.0	31.6	25.8	34.6	3	3	2	3	50.0	43.0	37.4	30.0	41.2
North Park College		IIB	4	4	4		36.7	30.4	25.6	-----	30.4	4	4	5		46.4	39.1	30.2	-----	37.9
Northeastern Illinois Univ.		IIA	4	5	4		42.6	35.5	31.3		36.4	5	5	5		48.2	40.4	35.8		41.3
Northern Illinois University		I	4	4	5	5	53.0	40.8	33.6	21.2	39.2	5	5	5	5	60.0	46.5	38.7	25.1	44.8
Northwestern University		I	1	1	1*		73.7	51.1	44.2		60.6	1	1	1		89.3	62.8	52.5		73.5
Olivet Nazarene University		IIA	5	5	5		31.7	27.8	24.3	-----	27.6	5	5	5		40.9	35.9	32.7	-----	36.3
Parks Coll.of St.Louis Univ.		IIB	1	1	1*		50.5	43.2	38.4	-----	35.6	1	1	1*		60.7	50.7	45.0	-----	41.9
Principia College		IIB	2	2	2		42.8	36.4	30.9	-----	36.7	2	2	2		53.1	45.7	39.4	-----	46.1
Quincy College		IIB	5	3	4		33.1	33.0	25.2	-----	30.3	5	4	4		[illegible]9.3	39.2	30.4	-----	36.1
Ray College of Design		IIB									26.1									30.4
Richland Community College		III	4	3	4	2	36.6	34.8	28.4	27.7	33.5	4	4	4	3	43.9	42.3	35.2	33.2	40.5
Rockford College		IIB	4	5	4		33.9	28.9	25.6	-----	29.5	5	5	5		38.3	32.9	29.6	-----	33.7
Roosevelt University		IIA	5	4	3		42.3	37.6	32.4	-----	37.4	4	3	3		54.1	48.6	40.7	-----	47.9
Rosary College		IIB	2	2	1		44.0	36.7	32.9	-----	34.7	2	2	1		54.6	45.1	40.4	-----	42.7
Saint Xavier College		IIB	3	3	4		40.0	33.5	26.4	-----	31.2	3	3	4		47.7	40.4	32.4	-----	37.9
Sauk Valley Community Coll.	126	III	4	4	4	5	36.3	32.4	27.2	20.9	30.7	4	4	4	5	46.6	41.9	36.2	27.4	39.9
School of the Art Institute		IIB	2	2	3		44.0	35.3	28.6		35.5	2	2	3		54.5	44.3	36.5		44.5
Southern Ill.Univ-Carbondale		I	5	5	5	5	51.4	40.0	32.4	23.5	37.2	5	5	5	5	57.9	45.3	36.7	26.7	42.2
Southern Ill.Univ-Edwardsvle		IIA	3	2	2	3	48.6	42.1	34.9	27.3	41.6	4	3	3	4	55.2	48.1	40.2	31.9	47.6
Trinity Christian College		IIB	4	3	2		37.6	34.9	30.7	-----	32.4	3	3	2		46.8	43.6	38.4	-----	40.6
Trinity College		IIB	4	4	4		35.3	31.8	26.8	-----	29.3	4	4	4		41.0	38.3	31.4	-----	34.6
Trinity Evangelical Div.Sch.		IIA	4	4	4		43.4	37.0	31.5	-----	37.6	5	5	5		50.6	43.2	35.6	-----	43.7
University of Chicago		I	1*	1	1*	1	78.5	50.2	45.2	33.9	65.4	1*	1	1*	1	102.2	65.3	58.8	44.1	85.0
Univ. of Illinois-Urbana		I	3	3	2		63.7	45.6	40.3	-----	52.9	3	4	3		71.7	51.9	46.0	-----	59.8
Univ. of Illinois-Chicago		I	3	3	3	3	60.9	44.0	38.1	27.6	46.8	4	4	4	4	68.6	50.1	43.5	32.0	53.2
Western Illinois University		IIA	4	3	3	5	44.2	38.5	32.8	21.0	36.8	5	4	4	5	50.4	44.1	37.8	24.9	42.2
Wheaton College		IIA	4	4	4		45.1	38.1	31.9	-----	39.3	4	4	4		56.9	47.2	38.9	-----	48.9

I N D I A N A

NAME OF INSTITUTION	NOTES	INST CATEGORY	PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	PR	AO	AI	IN	AR
Anderson University		IIB	4	4	3	3	36.6	32.1	27.8	24.5	31.9	4	4	3	3	46.3	39.3	34.2	29.3	39.6
Ball State University		I	5	5	5	5	47.4	38.6	31.2	20.8	35.9	5	4	5	5	60.4	49.9	39.9	26.8	46.0
Butler University	4	IIA	3	3	3		47.2	38.9	34.2	-----	39.7	3	3	3		58.7	48.0	40.9	-----	48.7
DePauw University		IIB	1	2	2		49.2	38.0	31.5		39.7	1	2	2		62.0	48.5	38.7		50.0
Earlham College		IIB	2	3	2		45.6	33.9	31.5		38.4	2	2	2		59.5	44.0	38.1		48.9
Franklin College of Indiana		IIB	3	4	3		38.5	32.1	29.7		33.0	3	4	3		48.2	38.8	35.7		40.4
Hanover College		IIB	2	2	2	3	47.3	36.8	30.5	25.1	36.5	1	2	3	3	64.3	44.4	35.7	29.2	45.9
Huntington College		IIB	3	3	3		39.9	34.1	28.4	-----	31.8	3	3	3		48.8	41.5	34.9	-----	38.9
Indiana State University	2	I	5	5	5	5	47.4	37.3	30.3	23.7	38.8	5	5	5	5	61.0	48.2	38.5	28.3	49.8
Indiana Univ.-Bloomington		I	3	3	4		62.3	43.5	35.2	-----	49.6	3	3	4		77.9	55.3	44.4	-----	62.3
Indiana Univ.-East		IIB	2	3	3		44.8	34.5	29.0		30.1	2	2	2		57.4	44.1	37.3		38.2
Indiana-Purdue U.-Fort Wayne		IIA	3	4	5	5	46.7	38.1	30.1	21.1	35.0	3	3	4	5	59.7	48.9	38.2	24.6	44.5
Indiana Univ.-Indianapolis		IIA	1	2	2		57.8	41.8	36.4		42.1	1	2	2		72.3	53.1	46.0		53.1

(6)	(7)				(8)				(9)								(10)							
BEN.AS % OF SALARY	PERCENTAGE OF TENURED FACULTY				PERCENTAGE INCREASE IN SALARY(CONTINUING FAC)				NUMBER OF FULL-TIME FACULTY								AVERAGE SALARY BY RANK AND BY SEX							
									MEN				WOMEN				MEN				WOMEN			
	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
14.	95.	71.	19.		3.8	3.7	4.2	3.6	167	107	75	27	29	46	62	39	43.7	36.4	32.3	24.4	39.5	34.3	30.8	21.6
26.	ALL	ALL	38.		5.4	7.3	5.6	5.5	24	14	17	3.	4	4	23	8	----	----	30.2	----	----	----	29.8	----
21.	71.	54.			6.9	7.7	5.0		6	9	11		1	4	4	1	----	----	----		----	----	----	----
17.	93.				6.4	----	----	----	13	3	1	2	2	2	3		----	----	----	----	----	----	----	
14.																								
23.	89.	57.	22.		10.8	10.9	10.7	----	22	10	6	2	5	4	3	3	----	----	----	----	----	----	----	----
23.	74.	61.	27.		2.6	9.4	3.9		28	18	13		7	10	13	1	41.3	32.9	31.9		37.8	35.4	28.2	----
21.	ALL	ALL	67.	39.	6.2	6.8	7.8	7.9	72	30	9	12	22	16	12	11	41.5	37.2	33.2	27.2	38.2	34.9	27.6	24.4
20.	ALL	67.			9.3	9.5	9.7	----	14	16	9	1	1	2	3		----	----	----	----	----	----	----	
16.	97.	78.	17.		2.4	2.8	3.1		242	149	160		45	40	104		51.0	40.1	33.9		49.3	37.0	32.1	
27.	90.	90.	18.		6.4	9.4	7.7	9.3	26	24	21	5	4	16	23	1	----	36.4	31.7	----	----	33.5	30.3	----
20.	ALL	ALL	60.	41.	6.4	7.7	9.7	8.8	17	3	6	19	3	10	4	15	----	----	----	30.6	----	----	----	29.9
23.	ALL	56.			4.0	4.6	5.2	----	7	7	8	1	1	2	1		----	----	----	----	----	----	----	
13.										2	2	8		1	3	4		----	----	----		----	----	----
24.	ALL	ALL			6.7	7.4	8.9	10.4	34	13	5	5	1	5	12	4	----	----	----	----	----	----	----	----
32.	97.	94.			4.7	5.4	6.0	----	27	14	17	1	3	3	13	2	----	----	34.2	----	----	----	33.0	----
21.	98.	47.	4.						29	14	14	9	12	5	9	9	37.5	----	29.4	26.3	37.5	----	25.9	22.9
15.	89.	ALL	57.						9	6	6			2	1		----	----	----			----	----	
22.	97.	90.	25.	5.	10.7	7.8	8.3	8.6	133	161	107	16	24	66	74	5	63.0	46.4	39.1	----	58.0	44.8	36.6	----
25.	94.				2.9	4.6	----		17	3	2			1	2		----	----	----			----	----	
25.	83.								11	1	4		1	4	3		----	----	----		----	----	----	
21.	ALL	67.	36.		8.5	11.6	7.6	----	12	8	5	1	1	4	6	5	----	----	----	----	----	----	----	----
22.	83.	38.	27.						10	6	5	28	2	2	6	7	----	----	----	24.1	----	----	----	19.7
20.									3	3	4		1	1	5	3	----	----	----		----	----	----	----
...					----				2								----							
21.															6	4							----	----
28.	93.	82.	24.		5.8	6.0	6.2	6.9	27	27	18	8	1	7	16	5	----	38.2	30.9	----	----	36.0	28.9	----
24.	96.	83.	8.		5.1	5.6	7.5	7.6	22	11	8	1	1	1	5	3	----	----	----	----	----	----	----	----
24.	99.	93.	90.	75.	8.8	8.1	8.0	8.1	48	37	18	13	19	30	12	3	47.2	39.8	36.1	----	47.2	37.3	31.3	----
...																								
19.	94.	85.	5.		9.4	9.2	7.8	10.5	10	17	36	2	7	24	63	23	49.5	38.8	31.4	----	46.3	36.1	31.0	----
19.	ALL	32.	17.		6.0	6.2	6.0	----	18	22	28	4	6	9	8	8	42.1	36.5	31.7	----	39.6	34.8	31.1	----
25.	ALL	74.	47.		5.7	3.6	2.0	----	12	12	6	1	6	7	11	2	36.6	30.4	25.9	----	36.8	30.3	25.4	----
13.	99.	82.	41.		3.5	3.2	3.6	----	113	48	54		41	26	45		43.3	36.3	33.0		40.8	34.0	29.3	
14.	98.	90.	15.		2.7	3.0	3.4	6.3	300	194	158	38	41	64	98	86	53.6	41.6	34.5	22.2	48.6	38.1	32.2	20.8
21.	97.	78.	0.		8.4	7.7	9.5	9.6	397	166	153		35	45	66		74.3	51.8	45.1		66.2	48.3	41.9	
31.	92.	73.	11.		6.2	6.4	6.9	----	22	13	12	2	4	9	15	1	----	28.7	24.8	----	----	26.4	23.9	----
18.	90.	82.	19.		4.1	3.6	4.8	----	10	17	12	4			4	1	----	----	----	----			----	----
25.									16	9	10	2	8	1	4	3	44.2	----	----	----	40.1	----	----	----
19.	94.	75.	5.		5.9	5.7	7.2	----	14	21	11	2	3	3	8		----	----	25.7	----	----	----	24.5	
16.																								
21.	ALL	ALL	38.	33.	11.2	5.9	6.8	----	13	5	4	4	9	3	4	2	37.1	----	----	----	35.8	----	----	----
14.	90.	80.	4.		4.8	5.3	5.3		25	9	11	1	6	6	13	3	34.0	29.3	27.9	----	33.6	28.3	23.6	----
28.	98.	72.	23.		7.9	7.2	8.0	----	40	40	29	3	10	14	15		43.4	38.4	32.8	----	37.9	35.1	31.5	
23.	ALL	90.	53.		8.0	8.0	8.0	----	4	12	14		3	17	20	5	----	34.6	34.7		----	38.2	31.6	----
21.	ALL	78.	10.						12	22	15	1	5	36	33	4	----	34.4	26.7	----	----	32.9	26.2	----
30.									14	10	8	3	2	3	7	3	----	----	28.0	----	----	----	26.1	----
25.	ALL	97.			6.9	6.2	7.6		22	18	10		10	14	7		44.0	35.7	28.9		43.9	34.9	28.2	
13.	97.	95.	26.	10.	3.4	3.3	2.3	3.0	217	212	244	19	19	46	125	40	51.7	40.3	33.1	28.5	48.8	38.3	30.9	21.2
14.	98.	85.	24.	14.	1.7	2.7	3.1	2.8	166	91	72	12	28	29	42	23	49.3	42.6	36.7	31.6	44.0	40.3	31.8	25.1
25.	78.	70.							7	10	7	2	2		8	3	----	----	30.1	----	----		31.2	----
18.	71.	44.			----	8.0	8.4	----	7	8	8	1		1	4	3	----	----	----	----		----	----	----
16.	86.	46.			4.6	5.6	5.3	----	14	11	7	2		2			----	----	----	----		----		
30.	99.	77.							426	118	109	28	44	23	41	5	79.4	50.9	46.2	----	70.0	46.8	42.6	----
13.	ALL	98.	2.		3.3	3.7	4.0	----	857	440	317	3	71	82	116		64.4	46.2	41.4	----	54.8	42.7	37.3	
14.	99.	97.	11.	42.	3.0	3.4	4.6	4.0	332	293	166	11	53	80	148	15	61.9	44.3	39.8	26.1	54.4	42.8	36.2	28.7
15.	ALL	82.	19.		3.9	5.7	3.3	2.9	200	125	77	28	34	32	58	49	44.7	38.7	34.9	21.4	41.4	37.7	30.1	20.8
25.	95.	69.			4.6	5.1	6.0	----	54	46	22	3	6	16	8	1	45.2	38.3	31.8	----	44.0	37.6	32.0	----
24.	94.	69.	10.						29	23	13	6	4	9	7	4	----	31.5	27.5	----	----	33.3	28.3	----
28.	98.	75.	21.	5.	7.0	7.9	9.3	11.1	258	125	155	55	44	33	137	111	47.5	39.1	32.2	20.9	46.8	36.9	29.9	20.7
23.	98.	79.	4.		5.4	5.5	7.0	----	59	41	37	2	6	20	30	2	47.3	39.4	36.4	----	46.5	37.9	31.5	----
26.	ALL	84.	11.		6.2	7.3	9.0		43	44	21		8	17	25		49.5	38.6	31.2		47.6	36.3	31.7	
27.	ALL	ALL	17.		8.2	8.1	11.4		33	7	16		8	3	20		48.5	----	32.1		33.8	----	31.0	
22.	ALL	83.			16.3	13.6	11.9		12	13	14		4	5	7		----		29.5		----	----	30.3	
26.	96.	78.			11.7	16.1	15.1	13.5	28	11	18	10		7	5	5	----	37.3	----	----		36.0	----	----
22.	89.	78.	13.		6.5	7.3	8.0	----	7	6	11	3	2	3	5	2	----	----	----	----	----	----	----	----
28.	98.	75.	36.	7.	6.2	7.3	6.3	5.4	231	106	85	12	38	39	83	30	47.7	37.7	31.6	26.0	45.6	36.4	29.0	22.7
26.	93.	78.	2.		7.2	8.1	8.5	----	539	245	188	2	71	97	101	1	63.1	44.6	36.6	----	55.7	40.5	32.7	----
27.	ALL	88.	7.		----	5.7	8.4	10.8	6	5	6			3	8		----	----	28.5			----	29.4	
27.	ALL	95.	23.		7.3	5.6	6.3	5.0	42	88	64	3	4	23	43	14	----	39.5	31.3	----	----	32.9	28.2	----
26.	94.	83.	22.		5.6	6.7	7.8		140	144	112		22	79	84		58.7	43.2	38.6		52.4	39.3	33.5	

APPENDIX I

NAME OF INSTITUTION	NOTES	(1) INST CATEGORY	(2) RATING OF AVERAGE SALARY				(3) AVERAGE SALARY BY RANK (IN THOUSANDS)					(4) RATING OF AVERAGE COMP.				(5) AVERAGE COMP BY RANK (IN THOUSANDS)				
			PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	PR	AO	AI	IN	AR
INDIANA (CONTD)																				
Indiana Univ. at Kokomo		IIB	2	1	1		46.5	39.1	32.5		34.7	2	1	1		59.1	49.7	41.2		43.9
Indiana Univ.-Northwest		IIA	2	3	3		50.6	40.0	32.8		37.5	2	3	3		64.2	51.1	41.6		47.6
Indiana Univ. at South Bend		IIA	3	3	3		46.6	39.2	33.6	-----	37.3	3	3	3		59.2	50.3	42.0	-----	47.3
Indiana Univ.-Southeast		IIA	3	4	5		48.5	37.3	30.1		37.7	3	4	4		61.4	47.6	38.4		47.8
Indiana Wesleyan University		IIB	5	5	5		31.8	27.4	23.4		26.8	5	5	5		40.0	34.1	29.4		33.6
Manchester College		IIB	3	4	3	3	39.1	30.7	28.6	24.5	32.6	3	4	3	3	47.9	39.1	35.0	29.3	40.2
Oakland City College	112	IIB		5	5		-----	23.6	22.1	-----	23.0		5	5		-----	28.2	26.0	-----	27.0
Purdue Univ.-Main Campus		I	2	3	2	5	66.9	46.0	38.7	21.6	51.1	2	2	2	5	84.0	58.6	48.5	25.4	64.2
Purdue University-Calumet		IIA	3	3	3	4	48.2	38.5	33.7	24.1	38.0	3	3	3	5	61.9	49.6	42.2	28.6	48.4
Purdue University-No.Central		III	2	2	3		46.0	36.7	30.2	-----	34.0	2	2	3		59.2	47.5	38.9	-----	43.7
Rose-Hulman Inst. of Tech.		IIB	1	1*	1*		53.0	46.0	41.2		48.5	1	1*	1*		68.6	59.6	48.9		61.9
Saint Joseph's College	121	IIB	4	3	3		35.3	32.9	29.7	-----	32.1	4	3	2		44.7	41.6	37.5	-----	40.6
Saint Mary's College		IIB	1	2	2		48.9	38.2	31.3	-----	36.3	1	1	1		64.4	51.0	41.9	-----	48.3
Saint Meinrad College		IIB			2		-----	-----	31.5		31.6			2		-----	-----	37.0		37.1
Saint Meinrad Sch.of Theol.		IIB			4		-----	-----	25.8	-----	27.0			5		-----	-----	29.5	-----	30.6
Summit Christian College		IIB		5	5		-----	23.4	22.0		23.6		5	5		-----	28.1	26.6		28.3
Taylor University		IIB	4	4	4		34.4	31.5	27.4	-----	31.6	4	3	2		46.7	41.7	37.5	-----	42.5
Tri-State University		IIB	4	4	3		36.7	30.5	28.1	-----	31.5	4	4	3		46.6	39.3	35.9	-----	40.3
University of Evansville		IIA	5	5	4		41.8	35.3	31.7	-----	36.3	5	5	4		50.7	43.8	38.0	-----	44.2
University of Indianapolis		IIA	5	5	4	2	40.8	35.1	30.9	28.4	33.3	5	4	4	3	51.0	44.3	38.3	34.8	41.6
University of Notre Dame		I	1	1	1	1	72.4	50.5	42.6	37.8	57.3	1	1	1	1	89.0	62.9	51.5	42.1	70.5
Univ. of Southern Indiana		IIA	4	3	3	3	43.5	38.2	32.8	27.1	34.7	4	3	3	3	56.0	49.5	41.3	32.3	43.7
Valparaiso University		IIA	3	4	4	4	47.0	37.6	32.3	25.5	38.3	3	4	4	4	57.5	46.6	40.0	30.9	47.2
Vincennes University		III	4	4	4	4	38.4	32.2	27.9	25.1	31.7	3	3	4	3	51.1	43.2	36.4	32.8	41.9
Wabash College		IIB	1	1	1		54.5	41.9	34.5	-----	44.2	1	1	1		70.2	53.0	43.3	-----	56.3
IOWA																				
Briar Cliff College		IIB	5	5	4	4	33.4	28.5	27.0	22.2	28.4	5	5	4	4	40.4	34.9	33.5	28.2	35.0
Buena Vista College		IIB	2	1	2	2	47.5	39.5	31.9	27.0	37.2	2	1	2	2	59.3	50.8	39.9	33.6	46.8
Central University of Iowa		IIB	2	2	2	3	44.6	37.3	30.5	25.0	36.0	2	2	3	3	54.9	46.2	36.2	28.7	43.8
Clarke College		IIB	4	4	4	4	35.1	29.7	25.7	22.9	27.6	4	4	4	4	41.3	36.5	30.8	27.5	33.1
Coe College		IIB	2	2	3		46.0	36.9	28.5		37.1	2	2	3		57.9	45.8	35.1		46.3
Cornell College		IIB	1	2	1		49.3	37.7	32.3	-----	39.8	1	2	2		60.2	46.5	38.7	-----	48.4
Dordt College		IIB	4	4	3	3	35.6	31.8	28.5	24.7	31.0	3	3	2	2	47.9	43.0	36.9	32.4	41.2
Drake University		IIA	2	3	3	2	50.6	39.4	34.2	27.9	42.2	3	4	3	3	61.1	47.6	40.5	33.5	50.7
Faith Baptist Bible College		IIB	5				24.2	-----	-----		23.6	5				28.8	-----	-----		28.4
Graceland College		IIB	5	5	5		32.8	28.8	24.5	-----	28.4	5	5	5		38.3	33.3	30.1	-----	33.7
Grand View College		IIB	4	5	5		33.9	27.5	24.5	-----	27.7	4	4	4		42.9	35.9	31.0	-----	35.2
Grinnell College		IIB	1	1	1		56.3	42.2	33.8	-----	43.1	1	1	1		71.4	52.1	42.0	-----	53.9
Iowa State University		I	2	2	3	5	63.8	47.4	38.2	23.9	49.5	3	2	2	4	77.9	59.3	48.3	31.2	61.4
Iowa Valley Comm.Coll.Distr.	83	III	5	5	5		34.7	28.8	24.7	-----	30.4	5	5	5		43.3	36.6	32.2	-----	38.5
Loras College		IIB	4	4	3		37.1	32.3	28.4	-----	32.5	4	3	3		46.2	40.3	34.8	-----	40.3
Luther College		IIB	2	2	2	2	45.0	37.3	31.0	27.3	37.1	2	2	2	2	57.2	46.6	38.3	33.0	46.5
Marycrest College		IIB		4	4		-----	29.6	26.1	-----	27.3		4	4		-----	35.4	31.4	-----	32.7
Morningside College		IIB	4	4	3		35.9	30.1	28.2	-----	30.9	4	4	3		46.1	37.8	34.4	-----	38.7
Mount Mercy College	1	IIB		4	2	3	-----	31.8	30.3	24.9	30.5		4	3	3	-----	37.6	35.5	29.1	35.9
Northwestern College		IIB	4	4	4	4	36.4	31.6	26.6	22.0	28.8	4	4	3	4	44.9	39.6	34.3	27.6	36.3
Palmer College of Chiro.		IIB	2	3	3	4	43.3	34.1	27.7	22.3	30.9	2	3	3	4	53.0	42.8	35.2	28.1	38.7
St. Ambrose University		IIB	4	3	3		36.0	33.2	28.2	-----	31.4	4	3	3		44.6	41.4	34.7	-----	38.8
Simpson College		IIB	2	2	3	2	42.8	35.1	29.0	26.4	34.5	2	2	3	2	54.3	45.6	35.2	32.2	43.3
Teikyo Westmar University	135	IIB	5	5	5	5	33.7	27.8	24.4	21.2	26.3	4	5	5	5	41.1	33.8	29.5	24.6	31.7
University of Dubuque		IIB	4	4	4		36.6	31.7	27.6	-----	32.6	4	4	4		42.3	36.4	32.5	-----	37.6
University of Iowa		I	2	2	2	2	64.6	48.0	40.3	31.0	53.8	2	2	1	2	79.3	60.6	51.0	39.8	66.9
University of Northern Iowa		IIA	2	2	2	2	53.1	43.4	35.6	28.0	40.8	2	2	2	3	66.1	54.4	44.4	34.5	50.8
Waldorf College		III	5	5	4		32.7	29.3	27.4	-----	29.1	5	5	4		40.5	36.1	34.4	-----	36.2
Wartburg Theol. Seminary		IIB	4				35.3	-----	-----		32.4	4				45.3	-----	-----		41.6
KANSAS																				
Baker University		IIB	5	5	5		32.1	27.7	23.7		27.4	5	5	5		38.5	33.3	28.7		33.0
Barclay College	39	IIB					-----		-----	-----	23.5					-----		-----	-----	29.3
Benedictine College		IIB	5	5	5		29.9	26.5	23.1	-----	25.4	5	5	5		33.7	30.6	26.2	-----	28.8
Bethany College		IIB	5	5	5	4	32.1	27.9	23.6	21.8	26.8	5	5	5	5	40.2	34.2	29.3	26.0	33.1
Bethel College		IIB	5	5	5		26.7	25.7	22.8	-----	25.2	5	5	5		32.7	31.6	28.3	-----	31.1
Emporia State University		IIA	5	4	5	5	40.9	36.1	30.1	23.4	34.2	5	4	5	5	50.2	44.5	37.5	29.6	42.3
Fort Hays State University		IIA	4	5	4	3	46.1	35.5	30.8	26.1	36.6	4	5	4	3	55.2	43.5	38.0	32.5	44.6
Friends University		IIB	5	4	4		31.8	29.8	26.8	-----	28.9	5	4	4		38.1	35.7	31.4	-----	34.2
Kansas State University		I	5	5	5	4	50.5	39.3	34.3	26.1	40.9	5	5	4	4	62.2	49.0	43.1	33.3	50.8
Kansas Wesleyan University		IIB	5	5	5	5	27.3	24.4	22.0	19.2	23.6	5	5	5	5	31.3	28.1	25.3	21.6	27.0
McPherson College		IIB	5	5	5		28.4	24.1	21.7	-----	23.7	5	5	5		35.1	33.8	27.1	-----	30.3
Manhattan Christian College		IIB					-----	-----	-----		24.9					-----	-----	-----		30.9
Mid-America Nazarene College		IIB	5	5	5	4	30.5	27.2	23.4	22.5	26.5	5	5	5	4	37.4	33.3	28.4	27.1	32.3
Ottawa University		IIB	5		5	5	29.9	-----	23.9	20.7	24.4	5		5	5	36.0	-----	28.9	23.7	29.0
Pittsburg State University		IIA	5	4	4		41.8	36.9	30.4	-----	35.1	5	4	4		51.9	45.9	38.1	-----	43.7

(6)	(7)				(8)				(9)								(10)							
BEN.AS % OF SALARY	PERCENTAGE OF TENURED FACULTY				PERCENTAGE INCREASE IN SALARY(CONTINUING FAC)				NUMBER OF FULL-TIME FACULTY								AVERAGE SALARY BY RANK AND BY SEX							
									MEN				WOMEN				MEN				WOMEN			
	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
27.	ALL	90.	16.		8.1	8.0	6.6		11	13	10		1	7	9		----	39.0	33.1		----	39.3	31.8	
27.	ALL	84.	6.		5.8	6.4	9.3		16	43	20		2	12	14		----	40.8	34.9		----	37.1	29.8	
27.	ALL	82.	11.		6.1	7.3	8.7	----	30	51	19		4	9	18	1	----	39.7	36.1		----	36.5	31.1	----
27.	ALL	95.	3.		8.2	9.5	8.7		33	15	19		8	6	18		48.8	37.9	31.9		47.5	35.9	28.3	
25.	50.	24.							12	10	16		6	7	13		32.4	27.5	23.4		30.5	27.3	23.3	
23.	96.	82.	16.		7.9	7.1	6.9	7.7	27	11	13	5	1	6	6	4	----	31.6	29.2	----	----	29.0	27.5	----
17.		ALL	73.		----	6.2	8.4	----	1	4	8	2	2	3	3		----	----	----	----	----	----	----	
26.	99.	91.	10.	5.	7.5	7.5	8.6	12.9	532	347	280	24	34	68	137	35	67.7	46.8	40.7	23.9	55.5	41.8	34.6	20.0
27.	ALL	98.	11.		5.7	5.5	6.4	7.5	43	50	53	4	6	40	34	8	48.0	40.6	35.9	----	50.2	35.8	30.4	----
29.	ALL	90.	18.		11.3	6.0	6.4		8	17	19	2	1	12	14	2	----	38.2	32.4	----	----	34.6	27.3	----
28.	96.	62.			9.0	7.9	7.6		45	31	16		2	3	2		----	----	----		----	----	----	
26.	ALL	81.	45.						11	12	15	1	1	4	5		----	----	----	----	----	----	----	
33.	ALL	94.	22.		6.0	7.3	10.1	----	17	21	21	2	7	13	44	3	49.3	38.8	31.8	----	48.0	37.2	31.0	----
18.			67.		----	----	5.3		4	5	5				1		----	----	----				----	
13.			38.		----	----	----	----	1	2	8	1		2		1	----	----	----	----		----		----
20.		30.			----	5.0	5.0		2	7	4		1	3	2		----	----	----		----	----	----	
35.	97.	74.	23.		9.4	9.2	13.3	----	33	27	10		4	4	3	5	----	----	----		----	----	----	----
28.	86.	44.			6.6	5.9	6.0		19	28	13		2	4	3	1	----	----	----		----	----	----	----
22.	98.	98.	26.		7.5	6.4	6.4	----	54	32	30	2	4	13	16	1	----	36.2	32.6	----	----	33.2	29.9	----
25.	88.	53.	6.		7.2	7.1	6.5	----	10	23	24	4	6	13	26	9	40.8	34.9	31.9	----	40.9	35.6	30.0	----
23.	99.	96.	3.		5.6	8.0	7.1	----	238	178	109	6	10	27	40	2	72.3	50.8	43.3	----	74.6	48.0	40.7	----
26.	94.	82.	20.		6.6	7.2	6.5	6.7	27	29	23	15	6	5	18	26	43.7	----	33.5	30.6	42.7	----	31.9	25.1
23.	97.	83.	12.						69	56	42	5	4	16	31	7	----	37.8	32.9	----	----	36.9	31.6	----
32.	ALL	99.	23.		6.9	7.4	8.2	6.0	83	48	57	43	41	24	59	24	39.3	33.2	29.4	25.2	36.4	30.2	26.5	24.9
27.	ALL	90.			6.4	9.3	13.3	----	28	17	18	1		4	5		----	----	----	----		----	----	
23.	89.	85.							14	10	7	6	4	3	11	4	----	----	27.5	----	----	----	26.6	----
26.	ALL	79.	7.		8.3	8.0	7.5	----	18	12	18	6	2	2	11	2	----	----	33.1	----	----	----	30.0	----
22.	ALL	91.	16.		3.6	3.3	7.5	----	18	21	18	6	3	12	7	2	----	37.8	30.4	----	----	36.4	30.8	----
20.	ALL	78.	19.		10.0	7.1	8.7	7.4	2	3	8	6	7	6	8	6	----	----	26.4	25.7	----	----	25.0	20.0
25.	ALL	ALL	13.						22	17	13		2	6	11		----	37.2	28.7		----	36.2	28.2	
21.	ALL	88.			10.8	12.4	16.0		26	13	18	2	3	3	9	1	----	----	32.5	----	----	----	32.0	----
33.	ALL	60.	5.		6.0	9.9	7.6	5.7	20	14	18	5	2	1	1	6	----	----	----	----	----	----	----	----
20.	97.	85.	3.	11.	5.0	6.0	8.0	6.0	108	34	52	1	9	19	34	8	51.1	40.5	34.4	----	44.9	37.4	34.0	----
20.					4.6	----	----		7	1	3			1	1		----	----	----			----	----	
19.	ALL	80.	16.		9.5	10.6	9.2	----	21	7	12	3	3	3	7	1	----	----	25.0	----	----	----	23.5	----
27.	95.	56.	9.						15	7	13	1	4	9	19	1	----	28.2	25.4	----	----	27.0	23.9	----
25.	ALL	88.			6.7	7.4	7.7	----	37	22	23	2	4	11	28	3	----	42.2	35.1	----	----	42.3	32.6	----
24.	ALL	96.	18.		6.0	6.5	6.7	5.7	467	252	194	53	39	76	118	66	64.2	48.7	39.8	24.6	58.6	43.0	35.6	23.4
26.					6.1	8.7	8.4	----	34	18	6	1	8	14	9	4	34.9	29.8	24.9	----	34.0	27.6	24.6	----
24.	ALL	59.	13.		5.3	7.3	7.3	----	33	25	24	1	4	4	8	3.	----	----	28.4	----	----	----	28.5	----
25.	98.	95.	23.						52	13	26	6	6	7	22	11	45.3	36.5	31.4	27.0	42.8	38.8	30.5	27.5
20.		82.	4.		----	5.7	4.0	----	2	7	13	1	1	4	10	1	----	----	26.3	----	----	----	25.9	----
25.	ALL	75.			8.5	8.6	8.6	----	17	16	13	2	1	4	10		----	----	28.9	----	----	----	27.2	
18.		95.	39.		----	9.6	10.2	11.0	2	13	12	3	3	6	16	6	----	31.5	31.2	----	----	32.5	29.6	----
26.	ALL	80.	21.		8.9	9.3	10.4	11.8	9	12	18	7		3	6	2	----	----	26.8	----		----	26.0	----
25.					5.3	5.3	5.3	5.3	23	26	21	23	2	6	11	13	----	34.3	28.9	22.4	----	33.3	25.5	21.9
23.	85.	89.	24.		3.6	6.0	7.9	----	22	8	27		5	1	14	2	----	----	29.0		----	----	26.7	----
26.	ALL	91.	20.		6.3	6.1	6.3	6.5	23	6	6	10	2	5	9	6	----	----	30.2	27.0	----	----	28.3	25.3
21.	ALL	50.	18.		22.8	18.0	9.8		5	8	7	5	1		4	2	----	----	----	----	----		----	----
15.	88.	62.	20.		0.0	0.0	0.0	----	20	15	6	1	4	6	4	3	----	31.8	----	----	----	31.3	----	----
24.	99.	93.	8.		6.1	6.3	7.0	12.2	433	225	131	5	44	77	107	4	65.2	49.4	42.8	----	58.6	44.0	37.1	----
25.	99.	95.	39.	6.	6.5	7.2	7.6	7.2	136	96	131	36	23	32	80	57	53.8	44.3	36.2	28.4	49.4	40.9	34.6	27.7
24.	ALL	71.			4.9	4.7	6.8	----	8	5	10		1	2	4	1	----	----	----		----	----	----	----
28.	ALL				5.1	----	----		7	4				1	2		----	----				----	----	
20.	93.	81.	25.		7.8	6.3	8.1		15	12	11			4	9		----	----	24.0			----	23.3	
25.					----		----	----	1		4	4			1	1	----		----	----			----	----
13.	ALL	85.	11.		4.9	4.5	6.5	----	8	8	13	1	2	5	6	3	----	----	23.7	----	----	----	21.9	----
24.	ALL	90.	25.						14	8	10	4	1	2	6	4	----	----	24.1	----	----	----	22.8	----
23.	95.	53.	25.						19	7	4	1	2	8	8		----	26.6	----	----	----	24.9	----	
24.	96.	81.	11.		2.6	3.0	3.3	3.9	65	55	47	10	8	12	23	21	40.9	36.2	30.7	25.6	41.2	35.3	28.9	22.4
22.	ALL	86.	28.		1.9	2.3	2.9	4.3	63	37	41	16	10	14	24	8	47.2	36.1	31.7	26.3	39.3	33.8	29.3	25.6
18.	36.	15.	12.		7.8	11.7	7.2		11	11	18	1	3	2	7		----	----	27.3	----	----	----	25.6	
24.	95.	83.	14.	4.	3.6	6.1	8.1	9.9	311	185	183	28	19	42	82	44	50.9	39.8	35.8	28.2	44.5	37.1	31.0	24.7
14.	90.	55.			10.8	8.8	5.2	5.5	7	7	3	3	3	4	4	5	----	----	----	----	----	----	----	----
28.	90.	56.	47.		4.7	5.3	3.8	----	8	8	9	3	2	1	6	1	----	----	21.8	----	----	----	21.6	----
24.					----	----	----		2	3	3			1			----	----	----			----		
22.									14	12	3	3	1	3	12	3	----	----	----	----	----	----	----	----
19.	ALL		36.		4.4	----	3.9	----	5	2	10	6	1	2	4	3	----	----	----	----	----	----	----	----
25.	97.	91.	5.		3.1	4.2	3.5	----	82	46	59	5	17	11	27		42.4	37.6	31.8	----	38.7	34.0	27.3	

APPENDIX I NAME OF INSTITUTION	NOTES	(1) INST CATEGORY	(2) RATING OF AVERAGE SALARY				(3) AVERAGE SALARY BY RANK (IN THOUSANDS)					(4) RATING OF AVERAGE COMP.				(5) AVERAGE COMP BY RANK (IN THOUSANDS)				
			PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	PR	AO	AI	IN	AR
KANSAS (CONTD)																				
Saint Mary College		IIB	5	5	5	4	32.6	26.8	23.3	21.5	26.2	5	5	5	5	36.8	30.6	26.2	24.2	29.7
St. Mary of the Plains Coll.	1	IIB	5	5	5		28.6	25.7	23.2	-----	24.3	5	5	5		37.6	31.6	29.4	-----	30.7
Southwestern College		IIB	5	5	4	5	31.3	28.5	26.9	20.0	27.7	5	4	4	5	38.2	35.9	31.8	24.3	33.6
Tabor College		IIB	5	5	5		27.8	23.5	20.5	-----	22.2	5	5	5		34.7	30.1	25.5	-----	27.8
University of Kansas-Main		I	4	4	5	4	52.8	40.3	33.6	25.6	44.9	4	4	5	4	64.0	49.5	41.3	32.1	54.7
Washburn University		IIA	2	3	4	3	54.2	38.2	31.3	26.9	41.4	2	4	4	3	64.9	46.8	38.6	32.8	50.3
Wichita State University		IIA	2	4	3	5	51.2	37.9	32.8	22.4	37.3	3	4	3	5	62.3	46.9	40.7	28.4	46.1
KENTUCKY																				
Alice Lloyd College		III				5	-----	-----	-----	17.2	18.5				5	-----	-----	-----	21.5	23.0
Asbury College		IIB	4	5	4	5	34.8	28.9	25.7	20.7	29.6	4	4	4	5	42.6	36.6	30.7	24.2	36.4
Asbury Theological Seminary		IIA	5				39.1	-----	-----		36.8	5				48.5	-----	-----		45.4
Bellarmine College		IIB	3	3	3	2	42.2	34.7	28.3	27.0	35.1	3	2	4	2	52.2	44.2	33.6	31.2	43.2
Berea College		IIB	2	3	3	3	45.7	34.8	29.5	24.5	36.2	2	3	3	3	56.1	42.0	34.3	28.8	43.7
Brescia College		IIB		5	4		-----	28.2	25.5	-----	26.5		5	5		-----	33.8	29.6	-----	31.3
Campbellsville College		IIB	5		5	5	30.1	-----	20.5	18.2	23.5	5		5	5	36.5	-----	25.7	23.1	29.1
Centre College		IIB	2	1	2	1	46.2	38.7	31.8	28.2	37.8	2	1	2	2	58.7	49.1	38.7	33.7	47.2
Cumberland College		IIB	5	5	5	4	31.7	27.1	24.5	22.6	26.0	5	5	4	4	39.0	33.7	30.4	28.2	32.3
Eastern Kentucky University		IIA	4	3	3	4	44.2	38.4	33.2	25.6	38.3	4	3	3	3	55.0	48.0	41.6	32.4	47.9
Georgetown College		IIB	4	4	4		37.7	31.7	27.5	-----	32.4	4	4	4		45.2	39.6	31.5	-----	38.6
Kentucky State University		IIB	2	2	2	3	44.5	38.5	32.0	25.2	34.8	2	2	1	2	55.4	48.2	40.2	31.9	43.6
Kentucky Wesleyan College		IIB	4	4	4		35.4	30.1	27.3	-----	30.3	4	4	3		43.7	38.4	34.8	-----	38.2
Lees College		III			5		-----	-----	19.8	-----	22.1			5		-----	-----	22.4	-----	25.0
Lexington Theol. Seminary		IIA	5				34.2	-----		-----	32.8	5				43.2	-----		-----	41.7
Lindsey Wilson College		IIB		5	5	4	-----	29.0	25.1	22.7	25.0		5	4	4	-----	33.7	31.9	26.7	29.8
Louisville Presb.Theol.Sem.		IIA	2				52.1	-----	-----		48.8	2				63.6	-----	-----		59.1
Morehead State University		IIA	4	4	4	5	43.7	37.0	30.3	22.6	34.4	4	4	4	5	54.8	46.6	38.4	28.9	43.4
Murray State University		IIA	4	4	4	5	43.0	37.2	31.4	23.7	35.7	4	3	3	4	54.6	47.7	40.3	30.6	45.6
Northern Kentucky University		IIA	4	3	4	5	46.3	38.6	31.0	23.6	34.6	4	3	4	5	56.9	47.7	37.9	27.9	42.4
Pikeville College		IIB	5	5	5		29.8	27.8	24.7	-----	25.5	5	5	5		34.0	31.8	28.3	-----	29.2
Spalding University		IIB	5	5	4		30.8	28.9	25.2	-----	27.2	5	5	5		34.9	32.8	28.7	-----	30.9
Thomas More College		IIB	5	5	4		33.4	27.7	25.2	-----	27.2	5	5	4		40.0	34.7	30.4	-----	33.2
Transylvania University	138	IIB	2	2	2		42.6	36.7	31.0	-----	36.1	2	1	2		56.7	49.3	38.7	-----	47.3
Union College		IIB	5	5	5	5	26.1	23.6	22.3	18.8	22.6	5	5	5	5	31.9	28.5	27.3	23.1	27.6
University of Kentucky		I	4	4	3	1	56.0	41.8	36.8	36.3	46.3	4	4	4	1	67.1	50.8	44.1	43.1	55.7
Univ. of Ky.-Comm.Coll.Syst.	148	III	4	4	5	4	38.0	30.3	25.3	23.6	28.5	4	4	5	5	46.4	37.3	31.0	28.2	34.8
University of Louisville		I	4	5	5	4	53.1	39.8	32.9	25.1	42.6	4	5	5	5	64.4	48.8	39.5	30.2	51.7
Western Kentucky University		IIA	4	4	4	4	42.5	36.4	31.8	24.9	36.6	4	4	3	4	53.3	45.9	40.2	31.7	46.1
LOUISIANA																				
Centenary College of La.		IIB	1	3	3	4	48.4	34.4	28.7	23.0	34.1	2	3	4	4	58.6	42.1	33.3	26.3	40.6
Louisiana College		IIB	4	5	4		35.1	28.8	26.3	-----	30.3	4	4	4		44.0	36.5	34.0	-----	38.4
Louisiana St.Univ.and A&M C.	90	I	4	4	4	4	56.6	41.8	36.7	25.5	43.7	4	4	4	5	66.6	49.5	43.9	30.3	51.7
Louisiana St.Univ.Alexandria		III	4	4	4	4	37.3	31.3	26.8	23.4	30.2	4	4	5	5	44.3	37.4	31.7	27.3	35.9
Louisiana State Univ.Eunice		III		4	4	2	-----	32.5	29.1	28.1	30.8		4	4	3	-----	38.6	34.7	33.4	36.7
Louisiana St.Univ.Shreveport		IIA	4	4	3	3	43.2	38.1	32.9	26.5	37.3	5	4	4	4	50.9	45.1	39.5	31.1	44.2
Louisiana Tech University		IIA	4	3	3	5	43.7	39.2	33.0	22.5	37.3	4	4	4	5	52.6	45.3	39.7	27.0	44.4
Loyola University		IIA	2	2	4	3	53.1	42.3	32.0	27.6	42.7	2	2	4	3	65.0	52.4	39.2	34.1	52.6
McNeese State University		IIA	4	4	4		43.8	37.8	30.6	-----	35.9	4	4	4		53.2	46.1	37.7	-----	43.9
Northeast Louisiana Univ.	1	IIA	4	5	4	5	44.2	35.2	32.2	22.4	32.7	4	5	4	5	[illegible]	42.3	38.3	26.6	39.0
Northwestern State Univ.		IIA	5	5	5	4	38.8	34.2	29.5	25.0	32.1	5	5	5	5	46.2	40.4	34.8	29.4	38.0
Our Lady of Holy Cross Coll.		IIB		5	5	2	-----	27.7	24.4	26.4	26.0		5	5	3	-----	32.0	28.4	30.6	30.2
Southeastern Louisiana Univ.		IIA	4	3	4	5	43.1	38.5	32.1	23.5	33.9	5	5	5	5	48.5	42.9	34.8	25.5	37.4
Southern Univ.in Shreveport		III			4	3	-----	-----	27.9	26.6	27.1			4	3	-----	-----	33.9	32.3	33.0
Tulane University		I	2	2	2	3	64.6	48.4	38.7	29.3	51.0	2	2	4	3	80.0	60.0	45.5	36.5	62.5
University of New Orleans		IIA	3	4	3	5	48.7	36.4	33.0	22.1	37.6	4	5	4	5	57.0	42.7	38.7	26.0	44.1
Univ. Southwestern Louisiana		IIA	3	4	3	4	47.7	37.8	33.9	24.9	36.7	4	4	4	5	56.0	44.7	40.0	29.5	43.3
Xavier University of La.		IIA	5	5	5	5	37.4	33.2	28.9	22.7	30.6	5	5	5	5	43.5	38.3	32.9	25.5	35.0
MAINE																				
Bates College		IIB	1	1	1	1*	56.6	42.2	33.7	31.9	43.4	1	1	1	1	69.3	53.2	40.8	38.6	53.3
Bowdoin College		IIB	1*	1*	1*	1*	61.0	44.5	35.8	31.0	45.4	1*	1*	1	1	76.3	55.5	43.1	35.8	55.9
Colby College		IIB	1*	1*	1		59.9	45.1	34.3	-----	46.1	1*	1	1		75.2	53.5	40.6	-----	56.3
Saint Joseph's College		IIB		5	4		-----	29.0	25.5		26.6		5	4		-----	34.7	30.8		32.0
Univ.of Maine at Augusta		III	3	4	4		40.8	33.9	29.3	-----	34.6	3	3	3		51.3	42.9	36.8	-----	43.7
Univ.of Maine at Farmington		IIB	2	3	3		44.7	34.4	28.3	-----	37.3	2	3	3		56.2	43.6	35.7	-----	47.1
Univ.of Maine at Fort Kent		IIB	3	3	2		41.3	33.0	30.0		34.2	3	3	2		52.2	41.3	37.8		43.0
Univ.of Maine at Machias		IIB	2	2	4		43.4	35.8	26.8		34.5	2	2	3		53.4	44.9	34.1		43.2
University of Maine		I	4	4	4	5	54.3	41.4	35.8	23.9	42.3	4	4	4	5	66.5	51.6	44.6	29.7	52.4
Univ.of Maine at Presque Isl		IIB	3	3	2		42.3	34.4	30.0	-----	33.9	2	3	2		52.8	42.9	38.1	-----	42.5
University of Southern Maine	154	IIA	2	2	2		53.7	41.7	35.8	-----	42.7	2	2	2		66.1	52.3	44.6	-----	53.1

(6)	(7)				(8)				(9)								(10)							
BEN.AS % OF SALARY	PERCENTAGE OF TENURED FACULTY				PERCENTAGE INCREASE IN SALARY(CONTINUING FAC)				NUMBER OF FULL-TIME FACULTY								AVERAGE SALARY BY RANK AND BY SEX							
									MEN				WOMEN				MEN				WOMEN			
	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
13.	30.	45.	18.		5.7	6.1	8.2	7.4	3	4	2	1	7	7	9	7	----	----	----	----	----	----	----	----
27.					2.3	2.7	2.8	----	6	4	13	2		3	8	2	----	----	23.1	----		----	23.5	----
21.	93.	22.			8.6	11.1	5.0	7.4	13	7	8		2	2	11	6	----	----	27.0		----	----	26.8	----
25.	67.	67.			----	5.0	6.5	----	6	4	11	2		2	5	1	----	----	----	----		----	----	----
22.	99.	92.	8.	30.	2.7	3.1	3.4	2.8	426	200	130	3	38	61	74	7	53.3	41.1	34.1	----	47.8	37.9	32.8	----
21.	99.	87.	30.	6.	10.9	10.4	9.3	6.7	64	31	27	11	12	21	29	5	54.5	38.8	32.3	----	52.2	37.4	30.5	----
23.	99.	91.	30.	3.	2.4	3.2	3.0	3.5	103	105	120	17	5	35	76	20	----	38.4	34.4	23.4	----	36.3	30.2	21.6
24.									4	4	3	6	1		1	7	----	----	----	17.2	----		----	17.2
23.	92.	75.			6.9	8.8	7.9	----	22	20	6	5	2	4	4	3	----	----	----	----	----	----	----	----
24.	96.								26	2	4			1	1		----	----	----			----	----	
23.	ALL	88.	23.		6.4	7.0	7.3	6.3	23	14	12	3	7	10	10	4	42.8	35.3	26.9	----	40.1	34.0	30.0	----
21.	97.	92.	11.		6.4	6.6	8.1	7.9	34	25	11	3	3	14	17	6	----	35.0	29.6	----	----	34.5	29.4	----
18.		67.	50.		----	4.1	4.1	----	2	7	8	1		2	6	4	----	----	26.8	----		----	23.7	----
24.	ALL		77.						13	3	10	2	1		3	10	----	----	----	----	----		----	----
25.	92.	94.	11.		6.0	7.3	7.8	8.3	21	13	12	5	3	3	7	6	----	----	32.0	----	----	----	31.5	----
24.	75.	60.	39.						18	16	21	9	2	9	17	9	----	27.5	24.9	23.2	----	26.4	23.9	22.1
25.	98.	79.	43.		10.3	10.6	10.4	10.4	183	95	73	11	47	47	93	30	44.3	39.1	34.4	25.3	43.8	37.0	32.2	25.7
19.	90.	83.	27.		7.3	8.2	6.3	----	23	10	10	1	7	2	12	3	38.2	----	28.7	----	35.8	----	26.6	----
25.	81.	72.	40.	31.					20	24	31	7	1	5	22	9	----	----	32.1	27.2	----	----	31.9	23.6
26.	95.	92.			5.0	5.3	13.4	----	19	6	11	2		6	3	3	----	30.2	----	----		30.0	----	----
13.			10.						2	3	5	3		2	5	2	----	----	----	----		----	----	----
27.	ALL								7	4				1		1	----	----				----		----
19.						15.5	----	11.4	1	6	2	6		3	5	14	----	----	----	23.1		----	----	22.5
21.	ALL								6	2	1		1		2		----	----	----		----		----	
26.	94.	73.	38.	20.					83	54	81	18	7	26	48	27	44.0	37.5	30.6	22.6	40.1	35.8	29.7	22.5
28.	97.	81.	22.	4.					100	80	70	7	8	19	49	16	43.2	37.8	32.7	26.7	40.2	34.6	29.5	22.3
22.	97.	99.	14.		8.9	10.9	11.6	3.2	59	59	51	10	11	37	36	8	46.8	38.9	31.4	24.2	44.1	38.0	30.4	23.0
15.	29.								6	8	13	2	1	9	9	3	----	29.7	25.3	----	----	26.1	23.9	----
14.	93.	59.	16.		5.0	5.0	5.0	----	5	3	10		9	14	15	5	----	----	25.7		----	----	24.9	----
22.	ALL	63.	22.		7.9	6.3	5.5	----	8	14	8	1		5	10	3	----	----	24.5	----		----	25.8	----
31.	ALL	70.	11.		5.9	6.1	6.3	----	16	17	11	3	4	6	8	2	----	37.3	32.0	----	----	35.1	29.6	----
22.	ALL	48.	10.						3	16	8	4	4	7	2	7	----	24.2	----	----	----	22.2	----	----
20.	ALL	96.	5.						444	323	197	4	45	96	93	8	56.5	42.6	37.5	----	51.1	39.0	35.4	----
22.	99.	99.							88	109	107	104	62	163	108	144	38.1	30.6	25.4	23.6	37.9	30.1	25.3	23.6
21.	99.	86.	5.	5.	7.2	8.6	9.2	11.0	237	148	87	5	34	60	87	14	53.5	40.9	33.9	----	49.9	37.2	31.9	----
26.	99.	85.	27.		7.3	7.9	9.6	9.5	191	93	78	14	31	43	58	31	42.8	37.3	33.8	25.3	40.3	34.7	29.2	24.7
19.	90.	80.	7.		6.7	7.2	7.9	5.9	19	12	18	5	1	3	9	8	----	----	28.6	----	----	----	28.9	----
27.	91.	50.	20.		8.0	9.4	9.2	----	18	11	6	3	4	9	9	1	----	28.6	27.3	----	----	29.0	25.6	----
18.	98.	92.	3.						462	337	263	72	38	61	90	105	57.0	42.2	37.4	26.8	51.3	39.4	34.6	24.6
19.	92.	96.	20.						11	16	7	1	2	11	8	9	----	31.1	27.0	----	----	31.6	26.6	----
19.		93.	33.						3	10	10	7	1	4	11	1	----	----	29.7	----	----	----	28.6	----
19.	98.	89.	35.		14.2	14.9	20.1	9.3	44	20	27	1	3	15	21	8	----	38.2	35.6	----	----	38.1	29.4	----
19.	97.	88.	26.		15.0	13.6	12.2	9.4	115	76	67	15	12	32	50	18	44.2	41.4	35.7	22.7	39.0	33.9	29.3	22.3
23.	94.	78.	13.						56	78	23	7	13	23	23	5	54.2	42.5	32.1	----	48.4	41.9	31.9	----
22.	92.	87.	34.		12.1	12.4	12.7	12.9	56	53	73	1	7	22	44	1	44.2	38.7	31.4	----	40.2	35.7	29.4	----
20.	94.	88.	25.						64	83	88	30	6	22	50	68	44.3	35.4	33.2	23.0	43.6	34.1	30.3	22.2
18.	94.	74.	27.	3.	12.4	15.3	10.1	6.6	37	29	24	12	13	18	31	28	38.8	34.5	30.1	25.9	38.8	33.7	29.0	24.6
16.						5.0	5.0	5.0		6	3	2	1	1	6	7		----	----	----	----	----	----	----
10.	ALL	82.	28.						61	42	48	16	8	23	68	49	43.0	39.0	32.9	24.5	43.6	37.5	31.5	23.2
22.			87.	16.	----	----	12.0	12.0	1	3	7	13	1	2	8	19	----	----	27.7	28.3	----	----	28.0	25.4
23.	99.	85.	5.	13.	6.9	7.0	7.2	5.3	143	128	91	5	17	38	38	3	65.2	48.7	40.0	----	60.0	47.7	35.3	----
17.	97.	88.	8.		13.6	14.0	10.1	9.0	153	91	76	33	27	38	36	51	49.3	36.9	34.9	22.6	45.1	35.2	29.1	21.7
18.	94.	88.	24.	3.	13.4	13.2	10.6	10.3	124	108	99	40	19	32	61	67	48.6	37.6	35.5	25.1	41.3	38.5	31.3	24.8
15.	91.	50.			7.2	8.7	7.6	5.9	23	33	39	9	11	13	34	17	38.6	33.4	28.5	24.4	35.0	32.5	29.4	21.9
23.	ALL	81.	3.		8.6	9.3	9.1	----	33	21	23	3	5	6	17	4	----	42.5	34.1	----	----	41.2	33.2	----
23.	ALL	ALL			8.4	10.0	11.5	----	38	24	26	3	4	9	26	6	----	45.4	36.3	----	----	42.1	35.4	----
22.	98.	80.			7.4	6.3	8.4	----	44	20	31	2	7	10	16	2	60.2	45.4	34.5	----	57.4	44.4	33.9	----
20.		75.	41.		----	7.9	5.3		1	4	12		2	4	15		----	----	25.6		----	----	25.4	
26.	ALL	82.			4.4	11.2	8.9	----	23	8	10	2	3	9	8	3	----	36.4	31.5	----	----	31.6	26.5	----
26.	ALL	82.	9.		6.9	7.2	7.1	----	39	16	12	2	6	6	11	3	45.3	35.0	28.5	----	40.3	32.8	28.0	----
26.	ALL	60.	9.		5.4	5.4	7.9	----	6	7	5		2	3	6		----	----	----		----	----	----	
25.	ALL	87.			5.8	5.7	8.0		6	13	8		1	10	4		----	34.4	----		----	37.7	----	
24.	ALL	95.	3.	4.	5.7	6.6	7.2	6.4	127	123	79	9	10	46	52	17	54.8	42.4	37.5	26.5	47.3	38.5	33.1	22.5
25.	ALL	ALL	18.		5.7	6.4	6.7	----	16	14	13	2	3	3	9	1	----	----	30.4	----	----	----	29.5	----
24.	93.	82.	6.		5.9	6.0	7.0	----	65	89	51	1	9	36	39	4	54.9	42.1	36.9	----	45.2	40.6	34.3	----

APPENDIX I

NAME OF INSTITUTION	NOTES	(1) INST CATEGORY	(2) RATING OF AVERAGE SALARY				(3) AVERAGE SALARY BY RANK (IN THOUSANDS)					(4) RATING OF AVERAGE COMP.				(5) AVERAGE COMP BY RANK (IN THOUSANDS)				
			PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	PR	AO	AI	IN	AR
MARYLAND																				
Allegany Community College		III	3	4	4	4	40.0	33.6	28.1	24.7	31.5	3	3	4	3	51.5	43.6	36.7	32.7	41.0
Anne Arundel Community Coll.		III	1	1	1	1	51.0	43.2	33.6	29.5	41.0	1*	1	1	1	67.1	57.6	45.8	40.7	54.8
Bowie State University		IIA	2	2	2	1*	52.1	42.9	36.3	34.1	42.2	2	2	1	1	68.0	56.3	47.6	44.7	55.4
Capitol College		IIB			4		-----	-----	27.6		29.6			3		-----	-----	34.6		36.9
Catonsville Community Coll.		III	1	1	2	3	49.6	40.9	33.5	26.3	38.7	1	1	1	2	64.1	53.5	44.4	35.5	50.8
Cecil Community College	4	III	3	2	2	4	40.7	37.5	31.4	24.3	33.5	3	3	3	4	50.2	45.3	38.6	30.9	41.4
Charles County Comm. College	47	III	2	2	2	4	44.5	36.5	31.5	24.1	35.8	2	3	2	4	55.9	46.3	40.2	31.1	45.4
Chesapeake College		III	3	3	2	3	40.8	35.4	31.4	26.5	33.2	3	3	3	3	52.4	45.6	39.3	34.6	42.6
College of Notre Dame of Md.		IIB	3	3	3	4	40.5	34.3	29.0	23.0	32.7	4	3	4	5	46.0	39.7	33.1	25.9	37.4
Columbia Union College		IIB	5	5	4	4	28.0	25.2	25.9	23.4	25.9	5	5	3	2	36.7	33.5	34.3	31.5	34.3
Coppin State College		IIB	1	1	1*		54.7	43.2	36.8	-----	43.6	1	1	1*		69.2	55.2	47.4	-----	55.7
Dundalk Community College		III	2	2	2	3	46.7	39.5	31.8	26.5	37.5	1	1	1	2	62.7	53.6	43.9	37.1	51.1
Eastern Christian College		IIB							-----		-----							-----		-----
Essex Community College	4	III	1	1	1	3	49.3	40.9	33.6	26.6	41.6	1	1	1	2	65.3	54.9	45.8	37.1	55.7
Frederick Community College		III	2	2	2		47.2	39.4	32.4	-----	35.6	2	2	2		59.8	50.4	42.0	-----	45.8
Frostburg State University		IIA	2	2	2	1	51.4	43.1	36.7	32.1	41.5	2	2	2	1	66.0	54.8	46.4	41.2	52.0
Garrett Community College		III			5		-----	-----	23.8		25.7			5		-----	-----	31.0		34.0
Goucher College		IIB	1	2	2		48.3	37.0	30.5	-----	37.7	2	2	2		59.6	45.7	38.3	-----	47.0
Hagerstown Junior College	4	III	3	3	4		42.3	34.9	28.3	-----	37.4	3	3	4		53.6	44.6	35.3	-----	47.3
Harford Community College	4	III	1	1	1	2	49.4	43.7	36.5	27.1	40.9	1	1*	1	3	64.4	57.9	47.1	34.6	53.6
Hood College		IIA	2	3	3		52.4	40.9	33.6	-----	39.0	2	2	3		66.9	52.0	41.4	-----	49.0
Howard Community College		III	1	1	1	2	50.9	40.8	34.4	28.5	36.9	1	1	1	2	64.8	52.0	43.7	35.8	47.0
Johns Hopkins University		I	1	1	2	1	73.3	50.7	40.3	35.1	54.2	1	1	1	1	89.5	63.4	50.5	44.7	67.1
Loyola College in Maryland		IIA	2	1	2	4	52.6	45.1	36.5	25.1	41.9	2	1	2	4	66.4	57.3	46.2	31.4	53.0
Maryland Coll.of Art&Design		III					-----	-----	-----	-----	-----					-----	-----	-----	-----	-----
Maryland Inst.College of Art		IIB									31.2									38.0
Montgomery Coll.of Rockville		III	1	2	1		50.3	39.6	36.0	-----	46.2	1*	2	1		66.2	51.3	45.3	-----	60.4
Montgomery Coll. Germantown		III	1	2	1		49.0	39.6	34.2	-----	40.6	1	2	2		64.7	50.1	42.9	-----	52.2
Montgomery Coll. Takoma Park		III	1	2	1		50.5	37.9	34.8	-----	43.4	1*	2	2		66.3	48.6	42.7	-----	56.0
Morgan State University		IIA	2	1	1	3	55.0	45.9	39.4	27.3	43.0	2	1	1	2	68.8	57.8	50.4	35.9	54.5
Mount Saint Mary's Coll.&Sem		IIB	2	2	3	4	44.5	36.6	28.4	22.7	33.4	2	2	3	4	53.6	45.0	34.2	27.8	40.6
New Comm.Coll. of Baltimore		III	3	3	3	3	40.6	34.6	30.2	26.0	33.2	2	2	2	2	54.3	46.8	41.4	36.1	45.1
Peabody Institute of the JHU	1	IIB									34.6									45.7
Prince George's Comm.College		III	1	1	1	1	50.7	42.9	34.4	29.6	46.1	2	2	3	3	57.2	48.5	38.5	32.7	51.9
Saint John's College-Main		IIB									40.0									52.5
St.Mary's Coll.of Maryland		IIB	1	1	2	2	48.9	42.9	31.4	26.4	39.4	2	1	1	4	58.8	53.4	40.6	27.3	48.6
Salisbury State University		IIA	2	1	2	2	54.2	44.7	36.1	30.1	39.7	2	2	2	1	67.2	56.2	46.0	38.8	50.2
Towson State University		IIA	2	1	1	1	53.9	45.3	38.3	30.6	43.7	1	1	1	1	70.6	59.3	50.2	40.1	57.2
U. S. Naval Academy	1	IIB	1	1	1	2	52.3	40.7	33.7	26.2	42.2	1	2	1	2	61.5	48.1	40.2	31.6	49.8
University of Baltimore		IIA	1*	1*	1*		64.1	55.6	43.2		53.7	1*	1*	1*		78.3	68.6	54.2		66.3
Univ.of Maryland-Coll. Park		I	2	2	1	3	69.1	48.6	40.7	27.9	52.8	1	2	2	3	84.7	60.4	50.0	36.0	65.1
Univ.of Maryland at Balto.		I	1	1*	1	2	71.5	53.3	40.9	32.0	51.2	1	1*	1	1	87.0	66.7	52.0	41.5	63.9
Univ.of Maryland-Balto.Co.		I	2	3	2	3	64.8	45.3	39.1	28.2	45.7	2	3	2	3	79.1	57.0	48.3	36.3	56.7
Univ.of Maryland-Estrn Shore		IIA	2	1	1	1*	51.4	46.1	38.9	34.0	38.9	2	1	1	1	66.3	57.7	49.0	44.2	49.3
Villa Julie College	PNA	III																		
Washington Bible College		IIB		5			-----	22.6	-----		23.8		5			-----	28.8	-----		30.4
Washington College		IIB	2	1	1		47.4	39.2	32.5		40.3	1	1	2		60.1	49.7	38.6		50.4
Western Maryland College		IIB	2	1	2		47.4	39.4	31.1	-----	40.6	2	2	2		59.2	48.1	37.4	-----	49.9
Wor-Wic Technical Comm.Coll.	4	III		3	1	2	-----	34.7	34.4	27.2	32.3		4	3	4	-----	40.1	39.7	31.9	37.5
MASSACHUSETTS																				
Amherst College		IIB	1*	1*	1*		65.7	45.8	37.7		54.0	1*	1*	1*		83.1	58.9	48.0		68.5
Andover Newton Theol. School		IIA	5				38.0	-----	-----	-----	33.3	5				51.1	-----	-----	-----	45.2
Anna Maria College		IIB		2	2		-----	35.5	30.0	-----	32.0		3	3		-----	43.7	35.3	-----	38.1
Assumption College		IIB	2	2	2	3	45.2	37.9	30.5	24.7	35.4	2	2	2	3	56.9	47.7	38.1	30.7	44.4
Babson College		IIA	1*	1*	1*	1*	73.4	55.4	47.5	44.3	56.0	1*	1*	1*	1	86.6	66.2	56.6	53.7	66.7
Bay Path College		III		4	5		-----	31.3	26.0	-----	30.3		5	5		-----	35.3	29.7	-----	34.3
Bentley College		IIA	1*	1*	1*	1*	64.9	55.0	43.9	36.7	51.9	1*	1*	1*	1	81.8	67.7	53.2	44.3	64.0
Berklee College of Music		IIB	2	2	3	3	44.3	36.8	29.4	24.8	32.9	2	2	3	3	53.5	45.0	36.0	30.3	40.2
Boston College		I	2	2	1	1	65.4	48.9	43.1	35.9	51.3	2	1	1	1	81.2	61.5	52.0	43.5	63.6
Bradford College		IIB		3	3	2	-----	34.1	27.9	25.6	31.4		3	3	2	-----	42.2	35.3	32.9	39.1
Brandeis University		I	3	3	3		63.6	45.5	37.6	-----	50.9	2	2	4		78.7	57.9	45.2	-----	63.0
Bridgewater State College		IIA	3	4	2		46.8	37.8	35.5	-----	42.1	5	5	4		50.9	41.7	38.7	-----	45.9
Clark University		IIA	1*	1	1		63.2	45.0	38.3		49.6	1*	1	2		79.1	57.5	46.1		62.0
College of the Holy Cross		IIB	1*	1*	1*	1*	61.1	44.9	36.0	32.7	45.6	1*	1*	1	1	77.4	56.3	43.4	37.6	56.7
Emerson College		IIA	1*	1	2		65.5	47.8	36.7	-----	46.9	1*	1*	1		83.6	62.2	49.0	-----	61.1
Emmanuel College		IIB	2	1	2		44.4	39.4	31.7	-----	37.9	2	2	2		55.3	48.1	39.0	-----	46.6
Endicott College		IIB	4	4	3	2	34.2	30.4	28.7	25.6	30.4	4	4	2	2	43.7	39.4	38.1	32.4	39.1
Fitchburg State College		IIA	3	3	3		46.5	38.4	34.0	-----	39.6	4	5	4		52.5	43.3	38.5	-----	44.8
Gordon College		IIB	3	3	3		39.5	32.5	28.4	-----	35.1	3	3	2		52.4	41.8	38.3	-----	46.8
Gordon-Conwell Theol. Sem.		IIA	4	4			44.5	35.7			40.4	4	5			52.8	43.3			48.4
Greenfield Community College	72	III	4		4		38.8	-----	29.2	-----	36.3	4		4		48.5	-----	36.5	-----	45.4
Hampshire College		IIB	1	1	1		51.1	42.0	33.7		42.5	1	1	1		62.3	51.7	41.0		52.0
Harvard University		I	1*	1	1*	2	89.6	50.0	46.9	32.8	67.1	1*	2	1*	2	109.1	60.8	57.1	39.9	81.7

(6)	(7)				(8)				(9)								(10)							
BEN.AS % OF SALARY	PERCENTAGE OF TENURED FACULTY				PERCENTAGE INCREASE IN SALARY(CONTINUING FAC)				NUMBER OF FULL-TIME FACULTY								AVERAGE SALARY BY RANK AND BY SEX							
									MEN				WOMEN				MEN				WOMEN			
	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
30.	ALL	81.	70.	27.					12	12	13	3	5	9	20	8	----	35.0	28.1	----	----	31.8	28.1	----
34.	ALL	94.	30.	3.					45	32	19	8	16	21	31	23	51.2	43.5	33.6	29.1	50.4	42.7	33.6	29.6
31.	ALL	57.	41.		3.9	8.5	6.9	15.4	21	17	25	3	10	11	14	7	51.5	43.7	36.8	----	53.5	41.7	35.4	----
25.					----	----	11.4		2	4	8			1	2		----	----	----			----	----	
31.	ALL	99.	50.	5.					48	39	26	17	8	33	30	21	49.9	41.9	34.3	27.6	47.7	39.8	32.8	25.2
23.	67.	25.	38.		4.5	2.9	3.0	----	7	2	6	7	8	6	7	5	42.0	----	34.9	----	39.6	----	28.5	----
27.	86.	62.	18.		8.5	9.9	10.1	----	13	9	13	2	8	4	15	4	45.4	----	32.7	----	43.1	----	30.5	----
28.	67.	60.	14.						8	6	2	5	1	4	5	4	----	----	----	----	----	----	----	----
14.	67.	15.			8.7	8.4	6.6	7.4	3	8	4	1	15	12	19	8	----	33.9	----	----	----	34.6	----	----
33.									13	9	6	3	3	3	13	7	----	----	24.9	----	----	----	26.3	----
28.	94.	67.	51.						22	18	16		11	15	23	5	55.0	42.7	36.5		54.2	43.8	37.0	----
36.	ALL	94.	47.	17.					9	8	9	3	6	10	10	3	47.1	40.8	33.3	----	46.2	38.4	30.4	----
---															1								----	
34.	ALL	98.	66.	9.					46	36	20	4	18	27	15	7	50.1	41.8	34.5	----	47.3	39.7	32.4	----
29.	14.	11.							4	10	18	3	3	9	15		----	40.7	33.5	----	----	37.9	31.1	
26.	ALL	90.	39.	29.	5.3	5.8	5.7	7.6	62	44	46	2	4	14	28	5	----	43.8	38.2	----	----	40.8	34.3	----
32.					----	----	3.8		3		5		1	2	3		----		----		----	----	----	
25.	ALL	90.	15.		5.2	6.3	6.2	----	16	8	9		8	12	18	4	48.9	38.0	30.5		47.2	36.4	30.5	----
26.	ALL	ALL			4.4	5.2	5.7	----	25	1	4		4	10	8	1	----	----	----		----	----	----	----
31.	ALL	95.	56.	30.					9	26	7	2	3	15	11	8	----	44.6	40.1	----	----	42.1	34.2	----
26.	ALL	88.	14.		8.4	9.4	10.2	----	9	9	13	1	5	15	24	2	----	38.7	34.0	----	----	42.2	33.4	----
27.					7.1	10.6	5.0	12.0	6	4	6	1	5	11	18	7	----	----	33.7	----	----	----	34.6	----
24.	97.	3.							260	78	108	5	37	29	59	26	73.7	51.1	41.3	----	70.3	49.4	38.5	----
27.	90.	85.	10.		9.6	6.3	8.4	----	36	48	61		6	11	39	6	53.6	46.1	36.8		46.3	41.1	36.2	----
---					----	----	----		1	1	1	1					----	----	----	----				
22.																								
31.	85.	9.	5.		7.0	8.6	8.9	----	116	16	15	1	52	17	22	4	50.7	39.8	37.1	----	49.3	39.4	35.2	----
29.	75.				7.1	8.7	9.1	----	11	8	4	3	5	6	8	1	----	40.4	----	----	----	38.5	----	----
29.	69.				6.6	8.6	9.0	----	20	7	3		16	14	12	1	51.0	37.6	----		49.8	38.1	----	----
27.	98.	76.	48.	28.					33	45	42	8	13	13	24	10	54.8	46.6	40.3	24.4	55.5	43.7	37.9	29.7
22.	93.	83.			7.0	7.2	6.9	9.4	13	22	18	3	2	7	13	4	----	36.8	28.8	----	----	35.9	27.8	----
36.									20	14	12	6	11	10	20	12	40.9	35.7	30.8	25.2	40.0	33.0	29.9	26.4
32.																								
13.	89.	46.			6.0	7.3	8.6	7.9	75	37	5	5	45	31	11	3	51.9	43.9	----	----	48.8	41.8	----	----
31.																								
23.	26.	6.			4.9	7.4	2.4	----	20	22	17	4	3	11	13	3	----	41.8	35.2	----	----	45.2	26.4	----
26.	92.	90.	34.	24.					42	51	46	9	7	10	36	8	55.0	45.2	36.2	31.9	49.3	42.0	36.1	28.2
31.	94.	85.	42.	23.	6.9	9.3	8.2	9.7	107	82	128	13	27	47	92	17	54.4	46.2	38.9	31.5	51.8	43.8	37.5	30.0
18.	ALL	98.	2.		4.8	6.5	6.2	6.7	113	89	66	10	5	23	24	7	----	42.2	34.4	26.2	----	34.7	31.7	26.2
24.	93.	80.	12.		7.4	5.1	4.6	----	50	36	38		6	14	27		64.2	55.3	46.6		63.2	56.3	38.5	
23.	ALL	99.	10.		6.0	5.9	6.6	6.3	464	322	161	35	63	97	80	58	69.7	49.0	41.5	33.3	64.2	47.2	38.9	24.7
25.	94.	64.	10.						62	75	46	3	10	37	69	24	73.4	56.1	45.5	----	59.3	47.8	37.9	----
24.	99.	96.	11.		3.2	4.2	5.5	5.4	73	92	70	17	8	30	35	18	65.6	46.0	41.2	31.0	58.0	43.5	35.0	25.5
27.	88.	74.	19.		5.4	5.7	5.5	----	7	18	30	4	1	5	6	3	----	----	39.3	----	----	----	37.0	----
28.					----	0.0	----		3	5	3			2	1		----	----	----			----	----	
25.	ALL	ALL	14.		6.7	7.0	7.7		17	21	7		2	5	7		----	----	33.2		----	----	31.8	
23.	ALL	ALL	17.		10.4	8.3	10.2	----	34	18	9	1	3	9	9	3	----	39.8	31.6	----	----	38.5	30.6	----
16.					----	----	9.0	9.9	1	2	4	3	1	5	7	7	----	----	----	----	----	----	----	----
27.	ALL	96.			6.3	8.1	7.5		75	15	25		9	12	22		66.5	45.9	37.7		59.4	45.6	37.7	
36.	ALL				1.9	----	----		8	2		1		2	1		----	----		----		----	----	
19.		ALL	29.		----	5.5	5.5	----	3	6	6	1	2	1	15	1	----	----	31.4	----	----	----	29.4	----
25.	95.	89.	37.		7.9	5.9	5.3	6.1	16	29	24	5	3	8	19	1	----	38.5	32.3	----	----	35.8	28.2	----
19.	91.	73.			6.0	7.1	7.3	----	23	33	21	4		4	17	2	----	----	49.9	----		----	44.6	----
13.					----	5.1	5.2	----	2	3		1	1	5	8		----	----		----	----	----	----	
23.	93.	74.	3.		5.3	5.9	5.3	----	40	58	48	7	3	22	25	7	----	53.8	45.7	36.4	----	57.9	40.3	36.9
22.					5.3	10.3	12.9	17.4	11	48	77	5	1	3	6	1	----	----	29.6	----	----	----	26.6	----
24.	97.	94.	6.		7.9	7.3	9.0	7.6	125	160	82	8	24	69	70	8	66.9	50.5	45.3	43.5	57.5	45.2	40.5	28.4
25.									2	12	7	1	3	1	8	6	----	----	28.5	----	----	----	27.4	----
24.	ALL	93.			3.5	4.2	4.9	----	140	47	44	2	15	20	14		64.1	45.9	38.3	----	58.8	44.5	35.4	
9.	ALL	83.	51.						96	38	23		35	27	24	2	47.2	38.5	36.1		45.8	36.9	34.9	----
25.	96.	98.			7.6	7.2	11.6	----	47	43	23		8	12	21		62.7	45.8	39.0		66.2	42.5	37.6	
25.	ALL	98.			7.0	7.1	7.9	----	31	68	30	4	4	21	13	2	----	45.5	36.1	----	----	42.9	35.7	----
30.	74.	63.	5.		7.5	8.1	8.4	----	22	19	21	4	5	8	16	1	----	48.7	35.9	----	----	45.6	37.8	----
23.	ALL	59.	10.		6.4	7.4	7.0	----	7	11			5	11	10	4	----	39.1			----	39.7	----	----
29.					7.6	8.0	8.4	8.0	10	1	5	3	8	7	5	8	33.6	----	----	----	34.9	----	----	----
13.	96.	80.	73.		0.8	1.5	0.8	2.4	54	29	44	1	25	27	33	3	47.0	39.0	34.7	----	45.5	37.8	33.1	----
33.	90.	36.	6.		6.5	7.1	7.5	----	34	8	12		6	3	4	4	39.8	----	----		37.8	----	----	----
20.	93.	83.			0.9	1.0	----		14	11				1			----	----				----		
25.	98.				0.0	----	0.0	----	32		2		10	5	5	3	39.6		----		36.3	----	----	----
22.					8.8	14.4	8.8		15	11	14		9	16	8		52.9	43.6	34.0		48.3	40.9	33.2	
22.	ALL								586	130	156	21	58	46	88	15	90.6	50.9	48.1	37.7	79.4	47.4	44.7	25.8

APPENDIX I

MASSACHUSETTS (CONTD)

NAME OF INSTITUTION	NOTES	(1) INST CATEGORY	(2) RATING OF AVERAGE SALARY				(3) AVERAGE SALARY BY RANK (IN THOUSANDS)					(4) RATING OF AVERAGE COMP.				(5) AVERAGE COMP BY RANK (IN THOUSANDS)				
			PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	PR	AO	AI	IN	AR
Lasell College		III			4		-----	-----	29.1	-----	29.5			4		-----	-----	35.0	-----	35.8
Massachusetts Inst. of Tech.		I	1*	1*	1*	3	79.8	56.8	46.8	29.4	66.6	1*	1*	1*	2	101.2	73.2	60.8	39.5	85.1
Massachusetts Maritime Acad.		IIB	2	1			44.7	39.8	-----		42.2	2	2			53.5	46.3	-----		50.1
Merrimack College		IIB	1	2	2		49.4	37.8	31.3		37.2	1	1	2		63.5	49.3	38.2		47.4
Middlesex Community College	98	III	4	4	4	2	37.6	31.6	29.1	28.0	32.7	4	4	4	3	45.3	38.5	35.7	34.4	39.7
Mount Holyoke College		IIB	1*	1*	1		64.1	44.6	35.4	-----	47.6	1*	1*	1		80.7	58.5	44.2	-----	60.3
New England School of Law		IIA	1				57.4	-----	-----	-----	52.9	1				73.8	-----	-----	-----	68.4
North Shore Comm. College	108	III	3	4	4	2	41.0	33.2	29.0	28.7	36.5	4	4	4	3	46.7	37.9	33.1	32.8	41.6
Northeastern University	5	I	2	1	1*		65.6	50.6	44.5	-----	51.3	2	1	1*		82.8	65.4	56.5	-----	65.5
Pine Manor College		IIB	2	3	3		44.0	34.5	28.1		35.9	2	3	4		53.0	42.7	33.4		43.4
Regis College		IIB	2	1	2		46.2	38.6	31.1		36.7	2	2	2		57.3	47.9	38.3		45.6
Salem State College		IIA	3	3	3		48.1	39.5	33.5	-----	40.9	4	4	4		54.4	45.5	39.3	-----	47.0
Simmons College		IIA	1	1	2	1	56.6	45.3	34.4	31.4	45.3	2	2	3	2	68.7	56.3	42.4	37.2	55.6
Smith College		IIA	1*	1	2	1	64.8	45.7	36.2	30.6	51.1	1*	1	2	2	81.5	57.5	44.5	37.4	64.0
Southeastern Mass.University		IIA	3	2	2		50.4	42.6	36.7	-----	45.6	3	2	2		61.5	52.5	45.3	-----	55.8
Springfield College		IIA	3	4	5	4	47.3	37.6	27.0	24.3	34.4	3	4	5	5	57.6	46.0	33.4	29.7	42.2
Stonehill College		IIB	2	1	2		45.3	38.7	31.9		38.0	1	1	1		59.7	49.8	41.8		49.4
Suffolk University		IIA	1*	1	1*	2	63.9	46.4	43.9	30.2	53.0	1*	1	1*	2	77.9	58.5	53.6	35.5	65.2
Tufts University	141	I	2	1	1	1	67.3	49.1	41.1	35.0	53.1	1	1	1	1	85.9	61.7	51.3	43.5	67.1
University of Lowell	149	IIA	1	1	1	2	59.0	46.9	39.9	28.8	50.2	1	1	1	2	71.6	58.2	50.3	38.2	61.9
Univ. Massachussets-Amherst		I	3	2	3		62.4	48.1	37.7	-----	52.8	3	2	3		74.4	57.8	45.9	-----	63.3
Univ. Massachusetts-Boston		IIA	1	1*	1		58.9	48.5	38.8	-----	49.3	1	1	2		70.1	58.3	47.0	-----	59.1
Wellesley College		IIB	1*	1*	1*		62.9	46.2	37.5	-----	50.1	1*	1*	1*		81.0	59.9	46.6	-----	64.0
Western New England College		IIA	1	2	1*	1	59.0	43.6	41.9	30.8	47.2	1	2	1	2	73.6	54.2	50.4	36.3	58.2
Westfield State College		IIA	3	3	3		46.7	38.7	34.2		41.2	3	3	3		58.4	48.4	42.7		51.5
Wheaton College		IIB	1*	1	2		57.5	42.9	32.1	-----	45.9	1	1	2		69.7	52.5	38.8	-----	55.7
Wheelock College		IIA	3	3	3		48.7	38.6	33.3	-----	37.9	3	4	4		59.5	46.3	38.9	-----	45.4
Williams College		IIB	1*	1*	1*		64.3	45.0	37.0		48.3	1*	1*	1*		82.4	58.7	49.4		63.0
Worcester Polytechnic Inst.		IIA	1	1	1*		61.4	48.0	42.9		50.9	1*	1*	1*		78.0	61.8	52.0		64.2

MICHIGAN

NAME OF INSTITUTION	NOTES	(1) INST CATEGORY	(2) RATING OF AVERAGE SALARY				(3) AVERAGE SALARY BY RANK (IN THOUSANDS)					(4) RATING OF AVERAGE COMP.				(5) AVERAGE COMP BY RANK (IN THOUSANDS)				
			PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	PR	AO	AI	IN	AR
Adrian College		IIB	3	3	3		41.7	32.5	27.9	-----	35.6	2	3	2		53.9	42.0	37.2	-----	46.3
Albion College		IIB	1	1	2	1	47.6	39.1	31.2	28.7	39.3	2	1	2	2	59.1	50.2	37.1	33.3	48.5
Alma College		IIB	2	2	2	2	46.3	36.3	30.7	26.6	38.2	2	2	2	2	57.6	45.6	37.7	32.0	47.5
Aquinas College		IIB	4	4	5		37.8	30.5	24.6		31.1	4	4	4		46.4	38.1	30.6		38.5
Calvin College		IIB	3	1	1	2	41.2	38.8	32.6	26.5	38.7	2	1	1	2	52.9	50.0	41.7	31.7	49.6
Center for Creative Studies		IIB	4	4	5		36.1	29.5	20.4	-----	31.6	4	4	5		43.8	36.5	25.5	-----	38.6
Central Michigan University		IIA	2	2	2	2	52.2	43.7	35.2	28.1	42.9	2	1	2	2	67.6	57.5	46.3	37.2	56.1
Concordia College		IIB	5	5	5		31.5	22.9	23.6	-----	24.8	5	5	5		38.3	28.8	29.7	-----	31.0
Cranbrook Academy of Art		IIB									40.0									52.1
Delta College		III	1	1	1*	1	48.7	43.0	37.9	30.8	41.0	1	1	1*	1	61.1	54.4	48.4	40.0	52.1
Detroit College of Business	59	IIB									26.9									34.2
Eastern Michigan University		IIA	2	2	2	2	50.5	41.0	35.0	29.8	41.6	2	2	2	1	63.9	52.8	45.7	39.6	53.5
Ferris State University		IIA	4	3	3	1	44.1	38.2	34.2	31.5	37.4	4	3	2	1	55.4	49.6	45.7	43.1	48.7
GMI Engrg.&Mgmt.Institute		IIB	1	1	1*		51.0	42.5	37.5	-----	44.7	1	1	1*		64.1	53.9	47.8	-----	56.5
Gogebic Community College		III		3				34.8	-----	-----	33.4		3				45.7	-----	-----	44.1
Grace Bible College		IIB					-----		-----		-----					-----		-----		-----
Grand Rapids Baptist College		IIB	5	5	5		30.7	25.3	22.3	-----	25.4	5	5	5		37.1	31.8	29.0	-----	31.9
Grand Valley State Univ.		IIA	3	2	3	3	48.9	41.5	32.6	27.0	40.8	3	2	3	2	61.7	53.0	42.5	35.9	52.2
Great Lakes Bible College		IIB					-----	-----			24.8					-----	-----			28.5
Hope College		IIB	2	2	2		45.5	36.9	30.4		38.5	1	1	1		60.4	48.9	40.9		51.2
Jackson Community College		III	2	1	1	1	44.7	40.5	36.7	32.0	39.4	2	1	1	1	56.9	51.9	47.5	42.0	50.6
Kalamazoo College		IIB	1	2	2		48.2	38.3	31.4	-----	40.9	2	2	2		59.4	48.4	38.7	-----	50.5
Lake Superior State Univ.		IIB	2	2	2	2	42.8	38.1	32.1	25.4	36.6	2	2	1	2	54.5	48.8	40.7	32.2	46.7
Lansing Community College	21	III	3	2	1	1	41.5	38.2	33.9	31.2	35.9	3	2	1	1	52.7	48.8	43.7	40.5	46.0
Madonna College		IIB	3	3	3	2	39.5	34.0	29.6	26.2	32.2	3	3	3	2	46.9	40.1	35.3	31.2	38.3
Marygrove College		IIB	4	4	5		36.0	31.1	23.5	-----	28.1	4	4	5		44.4	38.3	29.0	-----	34.6
Mercy College of Detroit		IIB	4	4	4	4	34.4	30.9	26.2	23.2	28.4	4	4	4	3	41.3	37.4	32.0	28.5	34.5
Michigan State University		I	3	2	3	3	60.5	46.1	37.4	27.4	51.1	3	2	2	3	75.7	59.3	49.1	37.3	65.0
Michigan Technological Univ.		IIA	1	2	1	3	61.2	43.9	37.7	26.2	45.2	1	2	1	3	76.1	55.8	48.4	34.8	57.3
Monroe County Comm. College		III	1	1*	1*		48.8	46.6	42.5	-----	44.8	1	1*	1*		62.0	59.3	54.5	-----	57.2
Nazareth College		IIB	4	4	4		33.8	29.4	25.6		28.5	5	5	5		39.1	35.0	29.6		33.2
Northern Michigan University		IIA	3	3	5	4	47.3	40.0	29.3	24.9	39.0	3	3	4	3	60.5	51.4	38.4	32.8	50.3
Oakland University		IIA	2	1	1	1*	53.9	45.2	37.6	35.2	45.3	1	1	1	1	70.1	59.7	50.3	46.0	59.7
Olivet College		IIB	4		5		34.3	-----	24.6	-----	27.3	4		5		43.1	-----	28.5	-----	32.5
Reformed Bible College		IIB	5				28.3	-----			27.9	5				35.0	-----			34.6
Sacred Heart Major Seminary		IIB			5		-----	-----	21.7	-----	24.7			5		-----	-----	27.1	-----	30.7
Saginaw Valley State Univ.		IIA	4	3	4	4	45.1	38.4	32.2	25.6	39.6	3	3	3	3	58.0	49.4	43.2	32.6	51.3
Siena Heights College		IIB		4	4		-----	31.1	27.5	-----	28.6		4	3		-----	39.4	34.3	-----	36.3
Spring Arbor College		IIB	5	4	4		33.1	29.4	26.6	-----	28.4	4	4	4		41.5	37.6	32.3	-----	35.7
Thomas M.Cooley Law School		IIB	1*	1*	1*		78.8	61.5	40.8		65.3	1*	1*	1*		96.5	80.1	57.6		83.0
Univ.of Michigan-Ann Arbor		I	1	1*	1*		70.7	52.1	43.8	-----	56.1	1	1	1*		86.1	65.4	55.8	-----	69.6
Univ.of Michigan-Dearborn		IIA	2	2	2		50.5	41.2	36.4		41.7	2	2	2		63.3	52.4	46.7		52.9
Univ.of Michigan-Flint		IIA	2	2	2		50.7	41.9	34.7	-----	39.4	2	2	2		63.5	53.2	44.7	-----	50.2

(6)	(7)				(8)				(9)								(10)							
BEN.AS % OF SALARY	PERCENTAGE OF TENURED FACULTY				PERCENTAGE INCREASE IN SALARY(CONTINUING FAC)				NUMBER OF FULL-TIME FACULTY								AVERAGE SALARY BY RANK AND BY SEX							
									MEN				WOMEN				MEN				WOMEN			
	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
21.					----	----	6.6	----	3		6	1	1	5	11	2	----		29.5	----	----	----	28.8	----
28.	ALL	61.			6.1	8.8	8.8	6.1	537	168	120	28	32	26	30	12	80.5	57.3	47.0	30.2	69.6	53.2	45.8	27.3
19.	ALL	ALL							27	18	5		1	1			----	----	----		----	----		
27.	ALL	93.	8.		4.5	6.4	5.9		19	47	29		1	12	19		----	38.2	31.7		----	36.1	30.7	
21.	95.	63.	7.						20	17	9	3	20	24	18	9	39.5	32.8	30.4	----	35.8	30.8	28.5	----
27.	ALL	86.			8.2	12.7	13.0	----	47	24	26		22	25	29	2	65.1	44.1	35.4		61.8	45.2	35.3	----
29.	92.				7.3	----	----	----	18	3	2		6		2	2	59.1	----	----		52.4		----	----
14.	ALL	88.	17.						48	9	7	3	25	16	16	7	42.7	36.1	29.4	----	37.7	31.6	28.9	----
28.	97.	86.	7.		7.9	8.5	9.2	----	213	196	152	2	26	86	82	2	66.2	51.4	46.0	----	61.0	48.6	41.6	----
21.	ALL	88.	20.		0.0	0.0	3.1		6	4	4		5	4	6		----	----	----		----	----	----	
24.	ALL	86.	18.		9.0	8.1	6.7		3	4	4		8	17	13		----	----	----		----	----	----	
15.	99.	93.	64.						83	51	42	1	31	36	43	3	48.6	40.4	33.9	----	46.6	38.2	33.1	----
23.	98.	68.			4.9	5.0	5.9	6.0	32	12	8	3	27	41	43	5	55.6	46.4	32.1	----	57.7	45.0	34.9	----
25.	97.	82.	16.		8.7	9.2	9.2	10.1	84	37	24	4	34	35	46	5	65.5	46.3	36.4	----	63.0	45.1	36.0	----
22.	97.	91.	21.		0.0	19.1	13.2	----	162	44	33	3	36	22	20		50.9	43.2	37.3	----	48.1	41.3	35.8	
22.	86.	65.	17.	14.					35	28	34	12	8	18	32	9	49.4	38.3	28.8	24.0	38.3	36.5	25.2	24.7
30.	ALL	89.			8.4	8.6	8.6		20	36	23		4	9	12		----	38.8	32.3		----	38.1	31.3	
23.	84.	19.			6.3	6.3	6.7	11.8	85	50	17	5	15	22	12	10	64.3	47.9	43.1	----	61.4	42.9	44.9	----
26.	93.	83.			9.2	8.5	9.8	----	116	103	65	3	20	45	38	3	68.4	50.0	41.5	----	60.9	46.9	40.3	----
23.	98.	83.	18.						162	172	52	1	31	46	27	6	59.5	47.3	41.1	----	56.2	45.6	37.7	----
20.	99.	92.	6.		0.2	0.4	2.3	----	561	238	120	3	73	79	94	1	62.9	48.5	39.1	----	58.5	46.9	35.8	----
20.	99.	95.	26.						126	132	34		28	73	43	1	59.3	49.0	39.3		56.8	47.6	38.3	----
28.	98.	ALL			9.4	11.1	9.1	----	48	27	21	1	43	19	52	1	63.3	46.2	37.3	----	62.4	46.4	37.5	----
23.	ALL	89.	20.		4.9	6.1	7.5	2.0	37	34	27	6	7	4	13	4	59.6	----	42.7	----	56.2	----	40.1	----
25.	ALL	92.	57.						55	29	32		23	10	15		47.0	39.6	34.2		46.0	36.2	34.1	
21.	98.	93.			7.0	8.2	8.9		27	4	15	1	14	10	15		59.2	----	32.2	----	54.3	----	32.0	
20.	ALL	75.			2.9	3.6	4.5	----	4	3	3	1	5	13	13	2	----	----	----	----	----	----	----	----
30.	ALL	94.			8.9	9.7	7.6		67	20	61		7	11	34		65.1	45.6	37.1		56.5	43.9	36.9	
26.	91.	78.	5.		6.8	6.5	5.0		66	64	53		1	8	9		----	48.3	43.3		----	45.2	40.6	
30.	ALL	92.	13.		10.2	11.1	10.0	----	30	11	10	3	5	2	5	2	----	----	----	----	----	----	----	----
23.	ALL	ALL	4.		6.6	5.0	8.8	9.9	41	19	18	6	4	6	10	7	----	39.3	32.1	31.0	----	38.5	29.6	26.8
24.	ALL	75.	6.		4.6	4.6	4.6		26	17	9	2	2	3	7	4	----	----	31.6	----	----	----	29.3	----
24.	ALL	78.	33.		0.9	1.3	2.8	----	20	13	12		6	14	12		37.9	31.8	22.6		37.4	29.3	26.6	
28.	83.	13.							133	27	29	3	19	4	18	5	41.2	----	32.8	----	41.8	----	32.3	----
22.									25	10	7	1	5	2	1	1	----	----	----	----	----	----	----	----
31.	98.	79.	28.	6.	7.9	7.7	7.0	7.0	182	121	133	15	32	32	71	20	52.7	44.6	36.3	29.6	49.4	40.4	33.1	26.9
25.	ALL	83.	17.						8	15	5	3	1	3	1	2	----	----	----	----	----	----	----	----
30.																								
27.	ALL	ALL	74.	3.	5.5	5.7	6.8	10.6	36	52	19	10	6	30	28	23	48.9	43.5	38.5	31.3	47.3	42.2	37.4	30.5
27.																								
29.	98.	86.	35.	13.	5.0	5.3	5.5	7.8	227	120	81	7	59	68	81	8	51.2	42.3	36.0	32.2	47.9	38.8	34.0	27.7
30.	93.	85.	42.	56.	4.3	4.8	3.9	3.7	119	120	121	14	11	30	53	4	44.2	38.7	34.7	----	42.9	36.0	33.2	----
26.	ALL	93.	11.						44	50	13	3	2	5	5		----	----	----	----	----	----	----	
32.										18	4			9	1	2		37.2	----			29.8	----	----
---					----		----		1		2						----		----					
25.	92.	88.	35.				----	----	12	12	11			4	6	1	----	----	22.2			----	22.7	----
28.	97.	75.	17.	6.	5.1	5.5	8.4	6.7	79	68	38	4	13	34	34	12	49.6	41.9	33.5	----	44.9	40.6	31.7	----
15.					----	----			5	1				1			----	----				----		
33.	ALL	88.	6.						59	37	22		6	11	25		45.9	36.9	30.8		41.6	36.8	30.1	
29.	94.	94.	88.	88.					28	17	21	4	7	15	11	4	44.7	40.6	38.1	----	44.5	40.4	34.0	----
24.	ALL	72.							36	11	14	1	3	7	10	1	----	39.4	30.7	----	----	36.6	32.3	----
27.	ALL	87.	58.		7.2	8.2	6.6	----	29	28	22	6	2	11	14	2	----	38.6	32.2	----	----	36.6	32.0	----
28.									33	39	18	24	16	14	13	35	43.3	38.8	34.8	34.0	38.0	36.6	32.7	29.3
19.	10.	7.			10.5	11.3	9.4	9.8	8	8	17	5	12	6	17	9	41.6	35.8	31.0	----	38.2	31.7	28.2	----
23.	ALL	95.	24.		----	8.4	5.4	----	2	7	6	1	4	14	15	1	----	31.6	23.9	----	----	30.8	23.4	----
21.	ALL	64.	12.		3.7	5.5	6.0	8.3	6	12	7	1	5	13	18	13	----	32.0	29.0	----	----	29.9	25.1	----
27.	99.	92.	5.						869	352	220	34	108	132	169	26	61.2	46.9	38.6	27.1	55.1	43.8	35.8	27.9
27.	95.	95.	30.		5.2	6.0	7.8	3.4	72	104	67	11	3	18	13	7	----	44.6	38.1	27.6	----	39.6	35.3	24.1
28.	93.	ALL	88.						14	13	10	5		3	7		----	----	44.2	----		----	40.0	
17.	71.	63.	13.		5.0	7.3	9.5		3	3	6		4	5	9		----	----	25.3		----	----	25.8	
29.	99.	90.	6.		4.0	4.5	4.2	5.8	133	43	39	7	19	26	28	18	47.9	41.8	29.5	28.7	43.0	36.9	29.0	23.5
32.	ALL	92.	8.	54.	7.4	7.9	8.3	8.3	96	99	58	2	15	27	45	11	54.4	45.8	38.4	----	50.6	42.9	36.5	----
19.	ALL		8.		10.4	----	12.7	----	9	5	11	3	1		13	1	----	----	25.9	----	----		23.5	----
24.	ALL				4.8	----			8	2				1			----	----				----		
24.									3		4	2	1	2	2	1	----		----	----	----	----	----	----
29.	96.	67.	29.	8.					66	26	17	1	12	16	11	11	45.7	38.7	32.0	----	41.7	37.8	32.4	----
27.					5.7	5.6	----	----	1	15	17			9	10	1	----	31.3	28.7			30.7	25.5	----
26.	ALL	80.	35.						13	11	14	3	1	4	6	2	----	----	25.5	----	----	----	25.8	----
27.	ALL								18	7	3		1	3	6		----	----	----		----	----	----	
24.	96.	89.			4.8	5.4	6.3	----	787	260	325	3	75	97	151	2	71.4	53.6	45.6	----	63.1	48.2	40.1	----
27.	ALL	89.			5.6	9.0	7.5		56	53	27		9	12	8		51.5	41.7	37.6		44.7	39.0	32.3	
27.	95.	91.			6.2	6.3	7.1	----	34	39	33	1	7	14	16	1	51.4	42.9	34.7	----	47.8	39.2	34.8	----

APPENDIX I

		(1)	(2)				(3)					(4)				(5)				
			RATING OF AVERAGE SALARY				AVERAGE SALARY BY RANK (IN THOUSANDS)					RATING OF AVERAGE COMP.				AVERAGE COMP BY RANK (IN THOUSANDS)				
NAME OF INSTITUTION	NOTES	INST CATEGORY	PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	PR	AO	AI	IN	AR
MICHIGAN (CONTD)																				
Wayne State University	4	I	3	2	1		61.8	46.7	41.4	-----	48.1	3	2	1		76.0	58.8	51.4	-----	59.7
Western Michigan University	167	I	5	4	5	5	51.2	41.8	34.6	22.9	42.8	5	4	5	5	62.5	51.4	42.8	28.8	52.5
Western Theological Seminary		IIA	5				38.0	-----	-----	-----	35.0	5				46.4	-----	-----	-----	42.9
William Tyndale College		IIB					-----	-----	-----	-----	25.3					-----	-----	-----	-----	34.4
MINNESOTA																				
Augsburg College		IIB	3	3	3		39.5	32.7	28.5	-----	32.8	3	3	4		52.6	43.1	33.6	-----	41.5
Bemidji State University	1	IIA	3	4	3	4	49.8	37.7	33.8	24.1	39.9	3	3	2	4	61.8	47.8	43.3	31.9	50.4
Bethel College		IIB	4	4	4	4	37.0	30.7	26.8	22.9	31.0	3	3	4	4	47.2	39.8	33.7	27.7	39.5
Carleton College		IIB	1	1	1*	1	55.8	43.5	35.7	30.1	45.7	1	1	1	1	70.6	53.8	44.5	36.3	57.3
College of Saint Benedict		IIB	3	3	3	3	41.8	34.8	28.5	24.7	32.2	3	2	3	3	51.6	44.0	34.9	29.9	40.0
College of St. Catherine		IIB	4	3	3	4	37.7	33.8	28.3	22.5	31.7	4	3	4	4	43.1	39.7	32.6	26.7	36.8
College of St. Scholastica		IIB	2	2	3	1	43.9	35.5	29.7	27.7	32.2	3	3	2	1	52.7	43.7	37.1	34.6	39.9
Concordia College-Moorhead		IIB	2	2	2	1	45.8	37.9	31.2	27.4	36.6	2	2	2	2	56.7	46.0	37.1	32.3	44.3
Concordia College-St. Paul		IIB	4	3	3		37.6	33.5	29.5	-----	32.3	4	3	3		44.0	40.2	35.8	-----	38.8
Gustavus Adolphus College		IIB	2	2	2	2	44.4	37.3	30.7	25.8	36.6	2	2	2	2	57.0	46.5	38.7	31.4	46.2
Hamline University		IIA	3	2	4	1	48.5	41.9	30.6	32.5	41.4	3	2	4	1	60.0	52.5	37.7	39.7	51.3
Macalester College		IIB	1	1	1	1	56.7	42.4	34.1	29.5	45.7	1	1	2	1	69.1	51.8	40.1	34.4	55.4
Mankato State University		IIA	2	2	3	4	50.7	42.2	34.1	25.5	41.6	2	2	2	3	63.7	53.9	44.2	34.2	53.0
Martin Luther College, Dr.		IIB									23.3									31.8
Metropolitan State Univ.	1	IIB	2	1	1		46.0	41.0	34.4		40.2	2	1	1		56.3	50.1	42.1		49.2
Minneapolis Coll.Art&Design		IIB	4	4	4		37.6	31.1	25.8	-----	31.7	4	4	5		44.9	37.6	30.3	-----	37.9
North Central Bible College	PNA	IIB																		
Northwestern College		IIB	4	4	3		34.7	30.4	27.9		30.2	3	3	3		52.3	40.2	36.3		41.0
Northwestern Coll. of Chiro.		IIB		4	3			31.8	29.0	-----	29.1		4	3			39.2	34.4	-----	34.8
St. Cloud State University		IIA	3	3	3	3	50.2	40.8	33.8	26.8	41.5	2	2	2	3	63.4	52.1	43.3	34.7	52.7
St. John's University		IIB	2	1	2	2	47.4	39.2	31.7	26.9	38.0	1	1	2	2	63.5	50.6	39.1	33.5	48.9
Saint Mary's Coll. of Minn.		IIA	4	5	5		43.6	35.1	26.1	-----	35.4	5	5	5		51.9	41.8	32.2	-----	42.5
St. Olaf College		IIB	1	1	1	2	50.0	38.6	32.4	27.2	39.6	1	2	2	2	61.9	47.9	39.8	33.2	49.0
Southwest State University	1	IIB	1	1	1	4	49.5	40.3	34.9	23.0	41.8	1	1	1*	3	62.3	51.5	45.3	31.0	53.3
United Theol.Sem.Twin Cities		IIA	5				31.9	-----	-----		29.6	5				39.8	-----	-----		37.6
Univ. Minnesota-Twin Cities		I	3	2	2	1	62.6	46.1	40.0	33.6	53.1	2	2	1	1	78.6	59.8	52.4	44.7	67.7
Univ. Minnesota-Duluth		IIA	2	3	3	2	51.0	40.7	34.0	28.4	40.4	2	2	2	1	65.9	53.7	45.7	39.0	53.4
Univ. Minnesota-Morris		IIB	1	2	2	2	50.0	37.7	32.0	27.0	37.0	1	1	1	1	64.7	49.9	43.2	37.2	49.2
Univ. Minnesota-Crookston		III		2	2	3	-----	39.3	33.1	26.7	34.9		1	1	2	-----	51.9	44.5	36.8	46.6
Univ. Minnesota-Waseca		III		2	1	1	-----	40.1	35.3	29.1	36.8		1	1	1	-----	52.9	47.2	39.8	49.0
University of St. Thomas		IIA	2	3	3	2	52.1	38.9	33.7	29.6	36.9	2	3	3	2	64.0	49.0	42.8	37.8	46.5
Winona State University	173	IIB	1	1	1	3	50.3	41.5	33.9	24.8	40.8	1	1	1	3	61.3	50.8	41.8	31.0	50.1
MISSISSIPPI																				
Alcorn State University		IIB	5	5	4	5	32.5	27.2	26.3	19.7	24.7	5	5	4	5	40.4	34.1	33.0	25.1	31.1
Belhaven College		IIB	5	5	5		30.5	25.9	24.4		27.1	5	5	5		36.8	31.2	28.5		32.4
Delta State University		IIA	5	5	5	5	35.7	29.1	25.6	21.3	28.7	5	5	5	5	43.2	35.4	31.2	26.2	34.9
Jackson State University		IIA	5	5	5	5	35.7	32.8	28.3	22.3	30.2	5	5	5	5	43.1	39.8	34.4	27.2	36.7
Millsaps College		IIB	2	2	2		45.3	35.0	31.1	-----	36.1	2	3	2		56.5	43.2	37.0	-----	44.2
Mississippi State University		I	5	5	5	5	47.4	37.9	33.8	21.6	39.2	5	5	5	5	56.0	45.0	40.2	26.0	46.5
Mississippi Univ. for Women		IIA	5	5	5	5	33.6	28.9	26.2	23.1	29.0	5	5	5	5	40.9	35.3	32.1	28.4	35.4
Mississippi Valley St. Univ.		IIB	5	5	5	5	30.7	27.2	23.5	21.4	25.5	5	5	5	4	37.3	33.3	29.0	26.5	31.3
Reformed Theological Sem.	119	IIA	4	2			45.8	42.4	-----		43.1	4	2			55.2	52.7	-----		52.6
Rust College		IIB		5	5	5	-----	23.4	21.7	19.2	21.4		5	5	5	-----	27.6	25.6	22.8	25.2
Tougaloo College		IIB	5	5	5	5	26.2	22.2	22.3	19.6	22.3	5	5	5	5	31.1	26.0	26.2	23.1	26.2
University of Mississippi		I	5	5	5	5	47.9	36.6	33.3	23.4	38.0	5	5	5	5	57.8	44.4	40.4	29.0	46.1
Univ.of Southern Mississippi		I	5	5	5	5	50.7	38.5	32.3	23.5	38.6	5	5	5	5	60.6	46.3	39.0	28.6	46.4
William Carey College		IIB	5	5	5		29.3	24.6	23.3	-----	25.5	5	5	5		36.5	30.6	29.4	-----	32.0
MISSOURI																				
Assemblies of God Theol.Sem.		IIA	5				36.3	-----	-----		34.1	5				39.6	-----	-----		37.9
Avila College		IIB	5	4	4	2	33.1	29.8	26.9	25.4	28.6	5	4	4	3	38.9	35.2	31.5	29.2	33.5
Central Bible College		IIB	4	5	5	5	34.5	27.5	24.9	20.8	26.7	5	5	5	5	38.7	32.0	28.3	23.3	30.3
Central Christian Coll.Bible		IIB	5				27.4				27.4	5				30.6				30.6
Central Methodist College		IIB	4	4	4	5	37.5	29.6	26.8	21.4	28.3	4	4	4	5	45.1	35.8	32.1	26.0	34.1
Central Missouri State Univ.		IIA	3	3	3	4	47.2	39.9	34.0	24.8	38.8	3	3	3	4	57.4	48.7	41.8	30.9	47.5
College of The Ozarks		IIB	3	3	2		40.5	34.0	31.1		35.4	3	3	2		49.6	41.8	38.4		43.6
Columbia College		IIB	4	4	4	4	33.8	29.3	25.4	22.2	27.6	5	5	5	4	40.0	34.0	29.6	28.0	32.5
Conception Seminary College		IIB									-----									-----
Concordia Seminary		IIA	5	5	5		32.8	28.1	24.9		27.8	5	5	5		40.1	35.1	31.6		34.8
Cottey College		III	5	5	5		34.9	29.3	25.0	-----	28.0	5	5	5		42.8	36.2	31.0	-----	34.6
Covenant Theol. Seminary	1	IIA					-----	-----	-----		28.0					-----	-----	-----		32.8
Culver-Stockton College		IIB	3	4	4		39.4	31.5	26.1	-----	30.3	3	4	4		47.3	38.0	31.0	-----	36.2
Drury College		IIB	3	3	3		40.0	33.6	27.7	-----	33.3	3	3	3		49.2	41.7	34.5	-----	41.2
Eden Theological Seminary		IIA					-----	-----	-----		41.9					-----	-----	-----		48.4
Fontbonne College		IIB	5	5	5	5	31.3	25.4	21.4	20.3	24.6	5	5	5	5	36.8	30.7	26.1	24.5	29.6

(6)	(7)				(8)				(9)								(10)							
BEN.AS % OF SALARY	PERCENTAGE OF TENURED FACULTY				PERCENTAGE INCREASE IN SALARY(CONTINUING FAC)				NUMBER OF FULL-TIME FACULTY								AVERAGE SALARY BY RANK AND BY SEX							
									MEN				WOMEN				MEN				WOMEN			
	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
24.	97.	81.	18.		7.0	7.1	7.6	----	261	190	139		32	73	83	3	62.6	46.8	43.0		55.6	46.7	38.6	----
23.	99.	89.	20.		6.1	6.4	7.3	5.2	260	176	105	14	37	59	67	30	51.5	42.7	36.1	23.4	49.0	39.1	32.1	22.7
23.	75.								7	2	1		1			1	----	----	----		----			----
36.									2	2	1	1				1	----	----	----	----				----
27.	ALL	75.	8.		8.0	8.0	8.0	----	30	10	25	2	7	10	27		39.5	33.3	29.1	----	39.4	32.0	27.8	
26.	ALL	76.	15.						76	37	42	9	7	21	26	8	49.9	37.8	33.2	24.6	48.1	37.5	34.8	23.6
27.	97.	58.	6.		5.4	6.5	6.2	8.1	31	27	20	1	4	6	14	6	----	30.8	26.8	----	----	30.7	26.8	----
25.	99.	83.			7.2	9.5	11.1	9.9	62	12	28	3	8	12	23	5	56.2	44.2	35.9	----	52.6	42.8	35.5	----
24.	ALL	ALL	29.		6.0	5.3	6.7	6.7	6	22	20	2	6	24	28	6	42.0	34.8	28.4	----	41.7	34.9	28.5	----
16.	ALL	95.	15.		5.3	8.0	8.0	9.6	8	22	11	3	17	35	30	12	39.7	34.7	28.5	----	36.7	33.3	28.2	----
24.	90.	70.	14.	6.	7.0	7.0	6.7	7.5	3	15	21	5	7	12	30	12	----	35.3	31.2	----	----	35.7	28.7	----
21.	98.	81.	20.		5.9	6.9	7.3	8.4	44	27	30	9	5	9	30	10	----	37.6	31.4	27.5	----	39.0	31.0	27.2
20.	91.	69.			4.0	4.7	4.0	----	11	14	19	1		2	6		----	----	29.5	----		----	29.5	
26.	ALL	98.	2.		5.8	5.3	6.8	3.0	44	35	25	5	6	11	16	12	44.8	37.6	30.5	----	41.8	36.2	31.1	----
24.	ALL	63.	48.		7.7	7.9	9.4	11.4	48	17	12	2	8	13	11	6	48.8	43.0	29.7	----	46.8	40.5	31.6	----
21.	88.	89.	4.		6.6	6.9	9.3	----	46	25	10	3	5	13	16	5	----	42.9	34.9	----	----	41.4	33.6	----
28.	90.	62.	35.	2.					202	105	79	27	26	54	93	29	50.9	43.7	34.1	25.7	48.8	39.5	34.1	25.3
36.																								
22.	94.	56.	16.		5.4	5.5	5.5		10	5	9		7	11	10		43.8	----	35.2		49.1	----	33.7	
20.					3.0	3.0	3.0	----	16	12	8		3	12	7	1	----	30.8	25.8		----	31.4	25.8	----
36.					4.8	4.8	8.2		8	11	15		1	7	4		----	31.5	----		----	28.6	----	
20.										5	23			2	4	2		----	----			----	----	----
27.	96.	60.	28.						208	86	97	27	35	46	71	24	50.5	41.8	34.9	27.4	48.3	38.8	32.3	26.2
29.	ALL	96.	19.		5.4	8.1	5.6	----	26	46	25	4		10	11	2	----	40.1	32.7	----		35.2	29.3	----
20.	96.	79.	5.		6.9	8.8	9.3	----	25	19	15	2	2	5	5		----	----	----	----	----	----	----	
23.	99.	ALL	12.		4.8	6.8	8.0	5.9	75	51	42	4	5	27	34	12	----	39.2	32.7	----	----	37.6	32.1	----
27.	96.	82.	20.						51	25	19	4	4	8	11	5	----	40.7	36.6	----	----	38.9	32.0	----
27.	ALL				4.6	----	----		8				2	2	1		----				----	----	----	
27.	96.	92.	8.						669	326	189	2	79	122	95	11	63.0	46.7	41.7	----	59.0	44.7	36.8	----
32.	99.	92.	22.						67	71	58	11	5	26	27	9	----	40.9	34.7	28.3	----	40.2	32.6	28.6
33.	97.	ALL	21.						26	17	23	13	4	4	10	11	----	----	31.5	26.6	----	----	33.0	27.5
34.		94.	86.						2	12	14	3		4	7	3	----	----	33.8	----		----	31.8	----
33.		ALL	36.						3	12	11	2		1	3	4	----	----	----	----		----	----	----
26.	76.	87.	25.	3.	7.4	6.8	7.7	8.0	25	64	83	20	4	22	35	13	----	39.8	34.9	29.5	----	36.2	30.9	29.8
23.	93.	60.	20.		6.5	6.2	6.9	7.4	99	46	46	16	18	29	46	16	50.8	42.1	34.2	24.8	47.4	40.5	33.6	24.7
26.	ALL	49.	18.						12	25	20	28	8	10	13	31	32.5	25.9	25.8	20.2	32.4	30.5	27.1	19.3
20.	78.	75.	25.						9	4	3			4	5		----	----	----			----	----	
21.	79.	24.	8.		0.3	0.6	0.8	0.5	51	20	28	17	10	9	21	22	35.7	29.6	25.9	22.4	36.0	28.0	25.3	20.4
21.	91.	83.	26.						48	49	70	17	22	29	34	32	36.2	33.9	28.7	23.4	34.5	30.9	27.6	21.7
22.	96.	80.	14.		6.3	6.5	6.2	----	22	19	24		2	11	4	4	----	35.7	----		----	34.0	----	----
19.	88.	69.	10.						288	162	143	23	20	29	54	33	47.7	38.3	34.6	24.2	42.4	35.9	31.8	19.8
22.	95.	83.	41.						19	2	9	5	22	4	25	11	35.8	----	26.5	----	31.7	----	26.2	----
23.	71.	86.	30.		0.0	0.2	0.6	0.7	23	11	25	14	5	3	18	6	----	----	23.7	21.3	----	----	23.3	21.9
22.					5.0	----	----		11	6	2						----	----	----					
18.		67.	47.						3	6	10	10	1	3	5	7	----	----	----	19.0	----	----	----	19.4
18.	78.	50.	10.						6	9	13	4	3	5	7	9	----	----	22.4	----	----	----	22.3	----
21.	96.	83.	9.		0.3	1.1	1.1	2.1	119	99	104	9	8	21	42	18	48.0	37.5	34.1	24.8	46.5	32.5	31.5	22.7
20.	97.	81.	12.						157	122	107	24	20	42	89	36	50.9	39.2	34.4	23.3	48.8	36.2	29.7	23.6
25.	50.	6.	9.						11	10	5		3	6	6	5	----	24.4	----		----	24.8	----	----
11.									6	5	1						----	----	----					
17.					3.7	4.3	7.3	----	7	10	4	3	2	6	10	8	----	28.6	----	----	----	31.9	----	----
14.					----	7.6	5.5	----	5	6	6	1	1	3	5	5	----	----	----	----	----	----	----	----
12.									6								----							
21.	ALL	78.	26.		6.3	7.5	5.8	12.8	11	14	7	5		4	12	9	----	----	24.3	----		----	28.3	----
22.	98.	86.	33.	8.	7.1	6.9	7.0	8.9	133	81	90	15	22	14	60	33	47.3	40.2	34.9	25.1	47.1	38.0	32.6	24.7
23.	ALL	91.	41.		4.0	3.5	4.2		23	16	19		7	6	8		40.5	34.1	31.7		40.5	33.6	29.6	
18.	ALL	55.	25.		11.1	8.4	3.6	3.5	6	7	12	5	3	4	8	1	----	----	25.6	----	----	----	25.1	----
...																								
25.	ALL	45.							6	11	11						----	----	----					
23.	ALL	ALL	17.		9.9	17.5	14.7	----	3	5	3	1	5	3	9	4	----	----	----	----	----	----	----	----
17.					----	----	----		2	4	2						----	----	----					
20.	75.	71.	10.		5.9	5.2	5.3	----	8	14	13	1		3	7		----	----	26.3	----		----	25.6	
24.	96.	58.			6.3	6.4	6.9	----	24	19	10		3	5	5	5	----	----	----		----	----	----	----
16.									4		3		1	2			----		----		----	----		
20.	ALL	71.	14.	13.	2.8	4.4	8.8	3.5	5	6	7	1	5	8	7	7	----	24.6	21.5	----	----	26.0	21.2	----

APPENDIX I

NAME OF INSTITUTION	NOTES	(1) INST CATEGORY	(2) RATING OF AVERAGE SALARY				(3) AVERAGE SALARY BY RANK (IN THOUSANDS)					(4) RATING OF AVERAGE COMP.				(5) AVERAGE COMP BY RANK (IN THOUSANDS)				
			PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	PR	AO	AI	IN	AR
MISSOURI (CONTD)																				
Hannibal-LaGrange College		III		5	5		-----	25.3	23.9	-----	24.0		5	5		-----	31.8	29.7	-----	30.0
Harris-Stowe State College		IIB	4	5	3	2	34.7	28.4	28.7	25.8	29.6	4	4	3	2	42.1	35.6	34.4	32.1	36.2
Kansas City Art Institute		IIB	4	3	4		37.1	33.2	26.1		31.7	4	3	4		44.5	39.9	30.8		37.8
Lincoln University	4	IIA	5	5	5	4	38.9	32.1	29.1	24.0	30.1	5	5	5	4	47.3	39.4	35.8	29.8	37.0
Lindenwood College		IIA	5	5	5	4	34.9	31.5	25.9	25.5	29.5	5	5	5	5	40.8	36.9	29.8	29.3	34.2
Logan Coll.of Chiropractic		IIB		3	1	4	-----	32.8	32.2	23.2	30.3		4	2	4	-----	38.5	37.9	28.0	35.8
Maryville College		IIB	3	4	4	3	39.3	31.4	26.7	23.5	31.0	4	4	4	4	46.7	37.2	32.9	27.6	37.0
Missouri Baptist College		IIB		5	5	4	-----	21.4	22.4	21.6	23.9		5	5	4	-----	26.7	27.8	27.0	29.6
Missouri Southern State Coll		IIB	2	2	2	2	46.1	37.9	31.5	27.3	34.6	2	2	2	2	56.0	46.5	38.9	33.9	42.5
Missouri Valley College		IIB		4	5	5	-----	29.8	24.9	21.1	25.5		5	5	5	-----	34.0	28.6	24.5	29.3
Missouri Western State Coll.		IIB	2	2	2	3	43.5	36.5	30.5	25.0	34.9	2	2	2	2	53.0	44.7	37.6	31.2	42.8
Nazarene Theol. Seminary		IIA	5				33.3	-----	-----		32.7	5				45.9	-----	-----		45.2
Northeast Missouri St. Univ.		IIA	3	3	3	3	49.1	38.6	32.6	27.3	36.4	3	4	4	3	59.6	47.2	40.1	33.9	44.6
Northwest Missouri St. Univ.		IIA	3	4	4	4	46.5	37.1	30.8	24.4	34.4	4	4	4	4	56.6	45.3	37.9	30.3	42.1
Rockhurst College		IIB	2	2	2	2	44.7	37.4	30.8	26.0	34.6	2	2	3	2	55.9	45.1	36.8	31.5	41.9
St.Louis College of Pharmacy		IIB	2	1	1*		45.5	42.1	35.9	-----	40.2	2	1	1		54.9	49.6	41.9	-----	47.4
St.Louis Com.Coll.Florissant		III	2	1	1		47.6	41.2	35.6	-----	43.4	2	2	2		55.9	48.9	42.9	-----	51.3
St.Louis Com.Coll.Forest Prk		III	2	1	1	1	47.4	41.9	34.0	29.9	41.3	2	2	2	2	55.5	49.4	40.6	35.9	48.7
St.Louis Com.Coll.at Meramec		III	1	1	1	1	47.8	40.4	34.0	29.2	41.7	2	2	2	2	55.9	47.6	40.4	35.1	49.1
Saint Louis Univ.-Main		I	4	4	4	3	55.0	40.3	35.5	28.6	43.7	4	5	5	3	64.4	47.1	40.9	34.5	51.0
Southeast Missouri St. Univ.		IIA	4	4	3	3	44.2	38.1	32.9	26.4	36.8	4	4	4	3	53.2	45.9	39.9	32.3	44.5
Southwest Missouri St. Univ.		IIA	3	2	2	4	48.9	41.2	34.9	25.6	39.0	3	3	3	4	59.0	49.9	42.6	31.6	47.3
Stephens College		IIB									26.7									33.9
Tarkio College		IIB			5		-----	-----	24.5	-----	25.6			5		-----	-----	29.1	-----	30.3
Univ.of Missouri-Columbia		I	5	5	4	4	52.4	32.7	36.2	25.3	42.6	5	5	5	5	61.8	47.2	42.9	30.1	50.4
Univ.of Missouri-Kansas City		I	5	5	5	4	[illegible]	39.6	34.2	27.0	42.2	5	5	5	4	58.9	47.1	40.5	32.3	49.9
Univ.of Missouri-Rolla		I	4	3	2		[illegible]	43.3	39.4		48.5	4	4	3		65.3	51.7	47.0		57.5
Univ.of Missouri-St. Louis		I	4	4	4	1*	52.8	40.8	35.6	41.9	42.2	5	5	5	1	62.0	48.4	41.8	48.3	49.6
Washington University		I	2	2	1	1	68.3	48.3	41.2	33.9	54.2	2	2	2	2	82.9	58.6	48.8	39.3	65.4
Webster University		IIA	4	5	5		46.0	35.5	27.5	-----	33.9	3	4	5		57.4	45.0	35.6	-----	43.2
Westminster College		IIB	3	3	4		39.2	33.4	27.6	-----	33.6	3	3	4		47.2	41.0	32.3	-----	40.5
William Jewell College		IIB	4	4	4		37.9	30.4	27.0	-----	32.0	3	4	3		47.9	38.6	34.4	-----	40.6
William Woods College		IIB	5	5	5	5	31.1	23.0	23.0	20.8	24.8	5	5	5	5	37.8	28.8	28.2	25.8	30.5
MONTANA																				
Carroll College		IIB	4	4	4		36.8	30.4	26.3		29.9	4	4	4		44.8	37.4	31.1		36.2
College of Great Falls		IIB	5	5	5		28.5	24.3	22.4	-----	24.3	5	5	5		33.9	28.9	27.7	-----	29.2
Eastern Montana College		IIB	4	4	4	3	37.3	32.2	27.2	24.7	31.6	4	4	4	3	45.0	39.1	33.3	30.4	38.4
Montana Coll.Min.Sci.& Tech.		IIA	5	5	5	5	41.5	35.5	29.5	23.2	35.6	5	5	5	5	49.9	42.9	36.0	28.7	43.1
Montana State University		I	5	5	5	5	43.0	35.0	31.4	24.2	36.2	5	5	5	5	51.7	42.4	38.2	29.9	43.7
Northern Montana College		IIA	5	5	5	5	36.3	32.0	27.6	23.6	29.3	5	5	5	5	43.9	38.9	33.8	29.2	35.7
Rocky Mountain College		IIB	5	5	5		32.5	28.1	20.6		25.0	5	5	5		38.8	33.3	24.2		29.7
University of Montana		I	5	5	5	5	39.6	32.7	30.7	21.5	35.6	5	5	5	5	47.3	39.2	37.0	26.3	42.7
Western Montana College		IIA	5	5	5	5	36.6	29.4	27.2	22.7	28.9	5	5	5	5	44.1	35.7	33.2	28.1	35.1
NEBRASKA																				
Bellevue College		IIB		5	5		-----	28.8	23.9	-----	26.0		5	5		-----	33.9	28.3	-----	30.7
Bishop Clarkson College		IIB		2	1	1	-----	36.9	33.1	30.6	34.0		2	2	1	-----	44.0	39.8	36.9	40.9
Chadron State College		IIA	4	4	4	5	45.1	36.6	31.8	22.7	36.6	4	5	4	5	53.5	43.8	38.3	27.9	43.8
College of Saint Mary		IIB		5	4	4	-----	28.7	26.9	22.9	26.6		5	4	4	-----	33.9	31.1	27.1	31.1
Concordia Teachers College		IIB	5	5	5		30.0	28.0	23.5	-----	27.0	5	5	5		35.0	33.1	29.0	-----	32.1
Creighton University		IIA	2	2	4	5	55.5	41.1	32.0	21.5	39.3	2	4	5	5	63.7	47.4	36.9	24.5	45.3
Dana College		IIB	5	5	5	4	28.8	26.5	24.9	21.7	25.6	5	5	5	4	34.6	33.5	29.6	27.4	31.4
Doane College		IIB	3	3	3		38.2	32.6	28.5	-----	31.6	4	4	3		45.6	38.9	35.0	-----	38.1
Grace College of the Bible		IIB					-----	-----	-----		17.5					-----	-----	-----		23.5
Hastings College		IIB	4	4	4	5	35.0	30.9	25.6	21.3	28.9	4	4	4	4	42.7	38.0	31.3	26.2	35.5
Kearney State College		IIA	4	4	4	4	44.9	36.8	31.1	24.5	34.9	4	4	5	4	53.5	44.2	37.6	30.0	42.0
Midland Lutheran College		IIB	5	4	4	5	33.5	29.2	25.2	21.4	27.5	4	5	4	4	40.7	35.0	31.3	26.5	33.7
Nebraska Christian College		IIB					-----	-----			-----					-----	-----			-----
Nebraska Wesleyan University		IIB	3	3	3		40.3	32.7	29.0	-----	34.8	3	4	3		48.9	39.4	35.3	-----	42.1
Peru State College		IIB	2	2	2	3	45.2	36.1	31.4	25.1	34.0	2	3	2	3	54.0	43.5	38.4	30.9	41.1
Union College		IIB	5	5	4		26.6	25.4	25.7		25.7	5	5	4		32.5	30.5	30.5		31.0
Univ.of Nebraska-Lincoln	1	I	3	4	3	5	58.1	43.2	37.6	24.1	46.7	4	4	4	5	68.4	52.0	45.5	30.0	55.7
Univ.of Nebraska at Omaha	1	IIA	4	3	2	2	46.2	38.7	35.9	29.5	39.5	4	4	2	2	56.4	47.2	43.8	36.0	48.2
Wayne State College		IIA	4	4	4	4	44.2	37.4	31.4	24.3	35.7	4	4	4	5	52.8	44.9	37.9	29.7	42.9
York College		III					-----	-----	-----	-----	20.9					-----	-----	-----	-----	23.8
NEVADA																				
University of Nevada, Reno	4	I	4	3	3		57.0	44.1	37.2	-----	45.7	4	4	4		65.3	51.1	43.6	-----	52.8
Univ. of Nevada-Las Vegas	3	IIA	1	1	1		57.2	46.0	37.4		42.5	2	2	2		66.0	53.5	44.0		49.7

(6)	(7)				(8)				(9)								(10)							
BEN.AS % OF SALARY	PERCENTAGE OF TENURED FACULTY				PERCENTAGE INCREASE IN SALARY(CONTINUING FAC)				NUMBER OF FULL-TIME FACULTY								AVERAGE SALARY BY RANK AND BY SEX							
									MEN				WOMEN				MEN				WOMEN			
	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
25.									2	8	10			1	9	5	----	----	24.9			----	22.7	----
22.	91.	71.	64.		3.0	5.0	3.1	3.2	8	3	2	4	3	4	9	6	----	----	----	----	----	----	----	----
19.	ALL	ALL			6.2	6.8	----		15	11	3		1	1	9		----	----	----		----	----	----	
23.	ALL	50.	31.						15	16	17	11	4	4	18	17	----	----	30.6	24.6	----	----	27.7	23.6
16.					7.5	10.4	----		11	19	12	5	2	5	14	2	----	----	25.5	----	----	----	26.3	----
18.		10.							4	7	7	9	1	3	3	4	----	----	----	----	----	----	----	----
19.	ALL	36.			5.7	6.5	7.8	9.3	16	3	8	4	9	11	13	13	39.9	----	26.5	----	38.4	----	26.9	----
24.									4	4	3	9		2	3	2	----	----	----	----		----	----	----
23.	81.	92.	46.		4.0	8.4	5.8	6.7	38	32	44	23	4	7	27	12	----	38.4	32.0	28.7	----	35.4	30.6	24.6
15.									4	10	16	11		3	10	1	----	----	25.3	----		----	24.1	----
23.	ALL	93.	32.		3.9	4.4	4.4	4.5	33	27	42	4	4	17	20	8	----	36.9	31.0	----	----	35.8	29.4	----
38.	ALL								9	3	2						----	----	----					
23.	97.	93.	60.	16.	7.0	7.6	9.3	7.6	54	58	99	14	8	17	53	24	49.4	38.8	33.1	28.6	46.9	38.0	31.6	26.6
22.	98.	53.	42.						48	44	56	13	5	9	28	22	----	37.6	31.1	24.8	----	34.3	30.3	24.2
21.	92.	97.	30.						8	23	17	5	4	8	10	7	----	37.4	32.1	----	----	37.1	28.6	----
18.	ALL	60.			4.2	11.1	8.4	----	7	9	6			6	8	1	----	43.6	39.0			39.7	33.6	----
18.									47	34	11	1	24	9	9	2	48.4	41.8	36.2	----	46.2	39.0	34.8	----
18.									31	19	5	10	14	21	16	3	47.7	43.4	----	----	46.8	40.5	----	----
18.									52	37	11	1	18	25	22	6	48.3	41.5	35.0	----	46.4	38.8	33.5	----
17.	ALL	89.	15.	8.	6.4	7.1	6.2	6.0	117	71	52	9	17	32	46	16	55.8	41.1	37.8	28.4	49.4	38.4	33.0	28.7
21.	95.	75.	49.	8.					95	88	69	17	14	20	41	31	44.4	38.0	32.7	27.3	42.9	38.3	33.2	25.9
21.	98.	86.	25.	28.	5.3	5.8	6.4	4.7	184	105	131	30	24	32	66	27	49.2	41.4	34.9	27.0	46.7	40.5	35.0	24.0
27.																								
18.					----	----	0.0	----	2	4	20	4	1		5		----	----	----	----	----		----	
18.	99.	89.	7.	1.	5.3	5.6	5.6	6.8	315	186	139	33	21	55	90	34	52.6	39.8	37.9	26.7	49.5	39.1	33.5	24.0
18.	99.	87.	11.	17.	3.3	4.4	4.8	3.8	164	124	70		18	37	44	6	50.4	40.6	36.3		45.7	36.5	30.8	----
18.	99.	90.	12.		4.2	4.3	5.0		140	73	52		1	6	8		----	43.8	39.7		----	37.0	37.5	
18.	ALL	95.	11.		7.4	6.7	7.3	8.1	64	83	59	7	10	28	37	4	53.1	41.2	36.6	----	50.9	39.9	34.1	----
21.	98.	81.	3.						244	98	101	4	20	21	49	14	68.7	48.8	42.3	----	63.5	46.0	39.0	----
27.	ALL	79.	11.						12	24	19	3	10	14	25	1	45.6	36.7	27.3	----	46.5	33.3	27.7	----
21.	ALL	95.	14.		8.7	9.0	9.0	----	15	17	3	2	1	2	4	3	----	----	----	----	----	----	----	----
27.	97.	58.	45.		4.1	4.8	5.5	----	24	14	12	1	11	5	19	1	39.3	----	28.2	----	34.9	----	26.2	----
23.	93.	64.	8.						9	5	5	3	5	6	7	7	----	----	----	----	----	----	----	----
21.	ALL	71.	23.		5.0	5.3	5.2		10	20	13		2	4	13		----	----	26.2		----	----	26.4	
20.	ALL	75.	54.		6.4	6.3	6.2	----	11	7	10	3		1	3	2	----	----	----	----		----	----	----
22.	98.	70.	18.		12.2	9.0	6.6		35	33	26	4	9	10	18	8	37.2	32.5	28.1	----	37.5	30.9	25.8	----
21.	ALL	62.	6.		5.9	4.6	5.4	6.1	35	20	16	6		6	1	2	----	36.6	----	----		31.9	----	----
21.	94.	75.	15.	5.	6.9	7.1	7.5	2.8	166	115	82	11	4	28	66	8	----	35.0	32.7	23.8	----	34.9	29.8	24.7
22.	92.	60.	26.	8.					11	16	26	9	2	4	9	4	----	----	27.6	----	----	----	27.6	----
18.	90.	78.	17.		4.0	11.1	6.9		8	7	16		2	2	7		----	----	20.8		----	----	20.1	
20.	98.	61.			9.6	11.3	10.2	----	162	57	51	4	25	17	26	7	39.7	33.2	31.5	----	39.2	30.9	29.1	----
22.	ALL	42.	29.		8.9	9.0	12.2	----	7	9	7	4		3	7	2	----	----	27.3	----		----	27.1	----
18.									4	8	9	1		5	5	1	----	----	----	----		----	----	----
20.									1		1		2	6	11	6	----		----		----	----	----	----
20.	ALL	45.	43.	27.					30	18	16	7		2	5	4	----	----	----	----		----	----	----
17.					----	6.2	8.4	----	1	5	1	2	1	6	13	6	----	----	----	----	----	----	----	----
19.	91.	60.							21	12	6		2	3	6	3	----	----	24.5		----	----	22.5	----
15.	98.	85.	25.	5.	6.4	6.6	7.9	6.3	59	91	55	9	5	16	55	10	----	41.7	33.2	23.2	----	37.5	30.8	19.9
23.	ALL	ALL	64.		2.4	5.3	4.3	3.7	7	9	6	4	1	1	5	3	----	----	----	----	----	----	----	----
21.	ALL	73.	9.		6.1	6.8	9.5	----	11	11	13	3	4		9	2	----	----	29.0	----	----		27.8	----
34.					----	----	----		3	5	2						----	----	----					
23.	81.	81.	4.		5.0	5.2	5.2	6.4	16	17	15	2		4	8	6	----	----	26.1	----		----	24.6	----
20.	95.	78.	33.	17.	8.3	8.4	11.3	9.4	77	57	70	15	5	17	35	31	----	37.0	31.3	24.1	----	36.4	30.6	24.7
22.	ALL	88.	63.		5.0	6.3	10.5	----	11	5	11	3	2	3	8	5	----	----	25.5	----	----	----	24.7	----
...									3	1				1			----	----				----		
21.	95.	78.	20.		6.3	7.6	9.5	----	29	13	15	2	8	10	5	2	40.5	33.0	----	----	39.2	32.3	----	----
21.	ALL	55.	56.	7.	10.1	13.4	6.9	6.7	11	9	8	11		2	1	3	----	----	----	----		----	----	----
20.	80.	29.							12	11	3		3	6	5		----	25.3	----		----	25.7	----	
19.	99.	77.	6.		12.1	11.8	11.2	10.1	408	254	229	19	28	46	107	20	58.5	43.7	38.8	23.8	52.7	40.7	35.0	24.3
22.	99.	86.	16.		9.1	9.7	10.0	9.5	122	98	61	15	17	24	37	20	46.9	38.6	37.0	31.3	41.6	39.0	34.1	28.2
20.	97.	59.	29.	5.	7.9	10.8	12.4	14.5	28	25	10	12	5	9	11	10	----	38.0	31.9	24.2	----	35.5	31.0	24.4
14.					----	----	----	----	4	3	2	3			2	2	----	----	----	----			----	----
16.	91.	77.	10.		7.1	7.8	8.4	----	120	96	61	1	13	28	42	1	57.7	45.0	38.1	----	50.9	40.7	36.0	----
17.	90.	77.	17.						112	117	117		15	28	46		57.6	46.0	37.9		54.0	46.1	36.3	

APPENDIX I	NOTES	(1)	(2)				(3)					(4)				(5)				
		INST CATEGORY	RATING OF AVERAGE SALARY				AVERAGE SALARY BY RANK (IN THOUSANDS)					RATING OF AVERAGE COMP.				AVERAGE COMP BY RANK (IN THOUSANDS)				
NAME OF INSTITUTION			PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	PR	AO	AI	IN	AR
N E W H A M P S H I R E																				
Colby-Sawyer College		IIB	4	4	4		37.5	29.3	25.3		30.0	3	4	4		48.4	37.1	30.6		37.7
Dartmouth College		I	1	3	1	2	70.5	46.0	40.9	30.9	55.9	1	2	1	1	90.3	59.3	50.7	41.2	71.1
Franklin Pierce College		IIB	3	3	3	2	41.3	33.5	29.5	26.1	34.7	2	3	2	2	53.5	43.5	37.4	33.3	44.8
Franklin Pierce Law Center		IIA	1*				64.4				64.4	1				75.0				75.0
Keene State College		IIB	2	2	2		45.4	37.6	31.7	-----	38.7	2	2	1		56.7	47.6	40.6	-----	48.8
New Hampshire College		IIB	3	2	3		40.8	35.6	29.5	-----	35.5	3	2	2		52.3	47.1	37.8	-----	46.1
N.H. Tech.Coll.at Claremont		III	5	5	5		34.1	28.4	25.4		29.0	5	5	4		42.4	35.5	33.2		36.5
N.H. Tech. Coll. at Stratham		III	5	5			30.9	25.4	-----		29.0	5	5			30.9	25.4	-----		35.4
Plymouth State College		IIB	2	2	1		47.0	37.6	32.4	-----	39.9	2	2	1		58.5	47.6	41.5	-----	50.2
Rivier College		IIA		5	5		-----	34.5	28.4	-----	33.5		5	5		-----	42.0	33.3	-----	40.2
University of New Hampshire	5	I	4	4	5		56.0	43.0	34.6	-----	45.0	4	3	4		68.6	53.8	44.1	-----	56.0
N E W J E R S E Y																				
Bloomfield College		IIB	2	2	3		42.7	35.4	29.7	-----	34.6	2	3	2		52.8	43.6	37.7	-----	43.1
Caldwell College		IIB	3	3	4		39.6	32.8	26.5	-----	30.5	3	3	4		47.4	39.9	32.5	-----	37.1
College of Saint Elizabeth		IIB	4	2	4		38.0	35.1	27.5	-----	32.8	4	4	4		42.7	38.4	32.5	-----	37.0
County College of Morris	55	III	1*	1	1	1	52.6	43.4	34.9	30.1	42.8	3	3	4	4	52.6	43.4	34.9	30.1	42.8
Drew University		I	4	4	5	3	56.6	42.5	33.2	29.8	46.8	3	4	5	3	71.1	52.9	40.3	35.5	58.2
Fairleigh Dickinson Univ.	64	IIA	3	2	2	2	50.1	42.7	36.9	30.0	42.8	2	2	1	2	65.4	56.0	47.7	37.4	55.7
Georgian Court College		IIB	3	3	1	2	42.5	34.9	32.5	26.0	33.9	3	3	2	2	49.8	41.6	38.5	32.3	40.4
Gloucester County College		III	1	1*	1*	1*	48.9	45.3	44.0	37.9	44.0	1	1*	1*	1	63.5	58.8	57.4	49.2	57.1
Monmouth College		IIA	2	1	2		54.0	45.1	34.7	-----	44.7	2	1	2		68.2	58.5	44.2	-----	57.2
Montclair State College		IIA	2	2	2	2	55.7	44.1	36.6	28.8	45.4	2	2	1	2	69.0	55.9	47.2	38.2	57.3
Ocean County College		III	1*	1*	1	2	55.8	50.0	36.1	28.5	42.7	1*	1*	1	1	67.5	61.2	46.4	38.1	53.4
Princeton Theol. Seminary		I	2	1*	2		64.5	52.3	39.0	-----	55.2	2	1*	2		82.3	67.1	50.3	-----	70.7
Princeton University		I	1*	1	2	2	82.4	50.3	38.6	31.6	63.1	1*	2	3	3	99.3	60.8	46.8	36.1	76.0
Ramapo College of New Jersey		IIB	1	1*	1		56.3	45.6	35.6		45.8	1	1*	1*		70.0	57.9	46.3		58.1
Rider College		IIA	1	1	1*		57.2	47.5	43.5	-----	49.4	1	1	1*		70.1	59.4	52.7	-----	61.0
Rutgers,State Univ.-Camden	10	IIA	1*	1*	1*	2	76.1	54.8	43.9	30.2	56.1	1*	1*	1*	1	91.6	68.2	55.6	39.5	69.4
Rutgers,State Univ.-Newark	10	IIA	1*	1*	1*	1	76.7	56.7	46.7	32.5	60.2	1*	1*	1*	1	92.6	70.4	59.1	42.3	74.2
Rutgers,State Univ.-N.Brswck	10	I	1	1*	1	3	74.2	53.3	41.7	27.6	58.0	1	1*	1	3	89.8	66.7	53.2	36.6	71.7
Saint Peter's College	122	IIB	3	3	4	3	39.5	32.5	27.0	24.7	32.8	3	3	3	2	49.0	41.7	35.6	31.5	41.8
Seton Hall University		IIA	1*	1	1	1	62.0	47.3	38.0	32.9	47.7	1	1	2	1	75.5	58.5	45.6	40.7	58.3
Trenton State College		IIA	1	1	1	3	56.3	46.4	37.2	26.2	45.5	1	1	1	3	71.4	59.1	47.4	33.4	57.9
Union County College	142	III	1	2	2	3	50.3	39.6	32.1	26.7	38.8	1	2	3	2	62.3	49.4	39.3	35.0	48.4
Upsala College		IIB	3	4	4		39.2	31.6	25.6	-----	31.6	3	4	4		47.6	39.0	31.8	-----	38.8
Westminster Choir College		IIA	5	5	5		40.9	28.0	23.3	-----	30.2	5	5	5		49.5	35.1	29.2	-----	37.1
N E W M E X I C O																				
College of Santa Fe	49	IIB	4	4	5		34.1	29.6	25.1		28.3	5	5	5		38.8	34.9	29.0		32.9
College of the Southwest	1	IIB			5				24.1	-----	24.0			5				26.9	-----	26.6
Eastern New Mexico Univ.		IIA	4	5	5		42.8	34.7	29.6	-----	32.6	5	5	5		52.1	42.7	37.0	-----	40.3
Eastern New Mexico U-Roswell		III				3		-----	-----	27.0	26.8				3		-----	-----	33.6	33.4
New Mexico Highlands Univ.		IIA	5	5	5		39.4	34.5	29.2	-----	33.5	5	5	5		48.1	42.0	34.3	-----	40.2
New Mexico Inst. Min.&Tech.		I	5	5	3		44.1	36.8	37.3		39.5	5	5	4		53.3	44.8	45.5		48.0
New Mexico St. Univ- Main	1	I	5	5	5	5	47.7	39.9	32.8	23.9	39.5	5	5	5	5	57.7	48.5	39.8	29.3	48.0
New Mexico St.U. Alamogordo	1	III		4	4	4	-----	31.7	28.0	25.0	28.6		4	4	4	-----	39.1	34.3	30.5	34.9
New Mexico St.Univ. Carlsbad	1	III			4		-----	-----	29.1	-----	30.5			4		-----	-----	36.2	-----	37.2
New Mexico St.Univ.-Grants	1	III				5		-----	-----	21.0	24.3				5		-----	-----	25.8	29.9
New Mexico St.Univ.-Dona Ana	1	III		5	4	4		29.6	27.0	23.4	25.4		5	4	4		36.3	33.0	29.0	31.2
San Juan College		III	4	4	3	2	36.3	31.6	29.7	28.5	30.1	4	4	3	2	46.5	40.4	38.1	36.5	38.5
Univ. New Mexico-Albuquerque		I	5	5	4		51.9	38.1	35.2	-----	42.1	5	5	5		61.8	45.8	42.4	-----	50.5
Western New Mexico Univ.		IIB	2	3	3		43.0	34.1	28.3	-----	33.4	3	3	3		51.4	41.1	34.4	-----	40.5
N E W Y O R K																				
Adelphi University		I	5	4	4		52.6	41.4	35.7		44.2	4	4	4		64.5	51.5	45.1		54.8
Adirondack Community College		III	2	3	4	4	43.5	34.5	28.9	24.4	34.4	2	3	3	4	57.0	45.4	37.2	32.1	44.9
Albany College of Pharmacy		IIB	2	1	1		46.4	41.0	32.5	-----	39.1	2	1	1		58.1	51.7	41.6	-----	49.4
Albany Law School		IIA	1*		1*		83.3	-----	56.2		73.4	1*		1*		103.2	-----	71.6		91.6
Alfred University		IIA	3	4	3	3	47.6	38.0	33.4	26.4	39.0	3	4	3	4	57.7	46.8	40.7	30.8	47.5
Alfred U.-NY St Col Ceramics		IIA	1*	2	1		62.6	42.7	37.2		47.1	1*	2	2		79.8	54.7	47.0		60.0
Bard College		IIB	1*	1	1		57.2	42.4	32.9		46.0	1*	1	1		73.7	54.3	40.6		58.6
Barnard College		IIB	1*	1	1	2	64.0	42.6	35.1	26.4	43.9	1*	1	1	1	82.5	53.5	44.2	34.9	56.2
Broome Community College		III	1	2	2	1	47.9	39.1	33.1	32.0	39.6	2	2	2	1	60.3	49.9	43.0	41.4	50.6
Canisius College		IIB	1	1	1*		50.1	42.8	35.8	-----	42.0	1	1	1		61.8	52.7	44.2	-----	51.8
Cayuga County Community Coll	45	III	4	5	5		38.9	30.0	26.4	-----	35.4	4	5	5		45.2	35.3	31.7	-----	41.4
Cazenovia College		IIB	4	4	4	4	35.2	30.9	26.8	22.3	28.1	4	4	4	4	43.0	37.9	33.0	27.8	34.6
Clarkson University		I	2	2	1	1	66.6	48.0	41.6	37.6	50.7	2	2	1	1	81.0	60.9	50.4	44.6	62.3
Colgate University		IIB	1*	1*	1		60.9	46.0	35.6	-----	46.4	1*	1*	1		77.1	57.4	42.7	-----	57.6
College of Aeronautics		III	2	2	3		43.3	37.2	31.3	-----	36.6	2	2	2		55.0	47.5	40.7	-----	46.9
College of Mount St. Vincent		IIB		3	3	2	-----	33.7	29.4	27.3	31.3		3	3	2	-----	41.8	35.9	33.7	38.4
College of New Rochelle		IIA	3	3	2		48.6	40.2	34.4		40.2	3	3	3		62.2	50.8	43.0		50.8

(6)	(7)				(8)				(9)								(10)							
BEN.AS % OF SALARY	PERCENTAGE OF TENURED FACULTY				PERCENTAGE INCREASE IN SALARY(CONTINUING FAC)				NUMBER OF FULL-TIME FACULTY								AVERAGE SALARY BY RANK AND BY SEX							
									MEN				WOMEN				MEN				WOMEN			
	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
26.	50.	92.	13.						4	6	3		2	6	5		----	29.3	----		----	29.2	----	
27.	99.	88.			7.3	8.1	9.5	7.2	157	39	84	3	16	36	26	3	71.5	46.5	40.9	----	61.1	45.4	40.8	----
29.					6.7	6.0	6.2	----	20	21	10	1	5	4	4	6	----	----	----	----	----	----	----	----
16.	81.				7.2				13				3				----				----			
26.	ALL	89.	28.		5.5	6.0	6.2	----	42	33	26		14	13	14	4	45.7	37.5	32.2		44.6	37.9	30.6	----
30.	17.	4.			9.3	8.4	10.1	----	24	21	13	3	6	7	9		40.5	36.1	29.5	----	41.8	34.1	29.4	
26.	ALL	53.	63.		6.8	5.9	6.1		6	4	2		2	15	6		----	----	----		----	----	----	
22.					5.0	5.0	----		9	4			10	4	3		31.5	----			30.3	----	----	
26.	ALL	98.	30.		5.6	6.8	7.1	----	49	36	21	2	6	15	12	2	47.4	38.4	33.9	----	43.6	35.7	29.9	----
20.		13.			----	4.9	7.6	----	2	17	3		2	14	12	2	----	35.8	----		----	33.0	----	----
25.	98.	96.	6.		5.9	6.4	7.3	----	169	162	80	2	10	74	60	1	56.2	43.8	35.4	----	51.5	41.2	33.6	----
24.	90.	90.	67.						7	7	10	1	3	3	5	2	----	----	----	----	----	----	----	----
22.	ALL	46.			8.3	8.5	14.2	----	3	8	5	3	5	5	11	2	----	----	----	----	----	----	----	----
13.	90.	75.			6.3	7.1	7.1	----		1	4		10	19	11	2		----	----		----	----	----	----
0.	ALL	99.	54.						35	48	19	2	13	34	35	5	53.8	44.2	38.5	----	49.3	42.2	33.0	----
24.	ALL	77.							46	20	12	1	16	11	14	5	58.2	42.9	34.2	----	52.2	41.8	32.4	----
30.	97.	89.	26.		2.0	2.8	3.2	3.0	122	64	50	5	22	11	15	4	50.3	43.0	38.0	----	48.8	41.0	33.2	----
19.	60.	75.	4.		7.5	7.8	6.4	6.7	9	4	10	3	6	8	15	10	41.6	----	33.7	----	43.8	----	31.7	----
30.	ALL	ALL	ALL	ALL	9.0	9.4	9.5	9.5	13	10	14	8		10	5	7	----	45.5	----	38.5		45.0	----	37.1
28.	83.	89.	5.		6.1	5.9	6.3		43	52	21		5	4	22	2	----	----	36.2		----	----	33.2	----
26.	ALL	91.	44.	44.	3.9	3.9	3.9	3.9	103	90	73	3	42	59	57	6	55.8	44.0	37.2	----	55.5	44.2	35.7	----
25.	ALL	ALL	66.	11.	7.0	7.0	7.0	7.0	10	22	15	11	7	13	17	8	58.7	54.8	38.2	29.3	51.8	41.9	34.2	27.5
28.	ALL	ALL							19	5	4	1	3	1	6		----	----	----	----	----	----	----	
21.	ALL	ALL			9.6	12.3	7.8	8.6	340	41	149	9	32	17	53	3	82.9	51.4	39.4	----	76.9	47.6	36.3	----
27.	ALL	98.	41.						35	33	25		9	11	19		56.6	45.5	36.1		54.8	45.9	35.0	
24.	98.	92.	6.		5.8	6.9	6.3	----	47	78	21		9	28	14	2	58.3	49.3	45.9		51.4	42.6	39.9	----
24.	ALL	87.	2.						47	69	27	3	5	22	25	4	----	54.7	45.0	----	----	55.3	42.7	----
23.	95.	82.	4.						107	91	43	3	24	50	39	10	77.1	56.9	49.1	----	75.2	56.2	44.1	----
24.	96.	93.	3.						485	325	168	29	79	116	107	26	74.8	53.8	43.8	27.5	70.4	51.7	38.3	27.8
27.	97.	88.	11.		6.0	7.3	5.8	6.5	31	36	22	5	8	7	5	4	40.1	32.7	----	----	37.1	31.2	----	----
22.	98.	83.	26.	5.	9.0	9.0	9.0	9.0	81	76	56	11	14	29	46	10	62.0	47.6	37.8	31.0	61.7	46.6	38.2	35.0
27.	97.	98.	57.		3.3	2.7	6.7		75	78	74	3	27	23	51	4	56.5	46.5	37.2	----	55.7	45.8	37.2	----
25.	ALL	ALL	73.	30.	5.3	7.9	10.8	11.9	32	34	13	15	12	41	13	18	50.6	40.2	32.9	25.7	49.8	39.1	31.2	27.5
23.	ALL	92.	6.		4.3	4.7	7.6	----	16	7	8		2	6	9	4	----	31.4	26.2		----	31.9	25.1	----
23.	ALL	85.			3.0	4.3	4.4	----	8	9	4	2	4	4	4	3	----	----	----	----	----	----	----	----
16.	ALL	71.			16.8	11.2	10.2		8	12	15			5	6		----	----	25.0			----	25.2	
11.							6.9	----			8				5	1			----				----	----
24.	92.	68.	21.		3.6	3.7	4.8	3.5	22	25	41	1	3	9	22	2	----	34.9	30.5	----	----	33.9	27.9	----
25.				49.		----	----	8.4			2	17		1	1	20			----	26.9		----	----	27.0
20.	ALL	69.	14.		5.1	2.6	2.7		29	19	25	1	6	7	12		39.8	35.8	30.2	----	37.2	31.3	27.2	
21.	97.	97.							29	28	21		1	5	1		----	----	----		----	----	----	
21.	96.	73.	4.		6.7	8.3	9.6	6.7	187	132	121	12	17	27	70	16	48.0	40.6	33.6	23.7	44.7	36.9	31.3	24.0
22.		ALL	71.	13.	----	5.0	----	6.2	2	3	6	6	2	3	1	9	----	----	----	25.5	----	----	----	24.7
22.			30.		----	----	6.5	----	1	4	6	1	1	1	4	3	----	----	----	----	----	----	----	----
23.						----	----	----		1	2	2		3		4		----	----	----		----		----
23.		ALL	50.			----	7.8	7.2		4	5	13		3	9	14		----	----	24.0		----	----	22.9
28.					3.6	4.0	4.0	4.0	4	9	10	16	2		10	12	----	----	29.8	28.6	----		29.6	28.3
20.	97.	89.	12.		7.2	7.1	7.1	----	262	166	133		45	80	80	3	52.7	38.9	37.0		47.3	36.3	32.1	----
21.	96.	80.	42.						23	12	5	2	2	3	14	2	----	----	----	----	----	----	----	----
24.	96.	89.	40.						88	54	46		27	38	38		54.5	42.8	36.4		46.7	39.4	34.9	
31.	ALL	ALL	68.	36.	7.6	9.6	8.5	8.5	30	9	16	4	4	8	15	10	----	35.3	29.6	----	----	33.6	28.1	----
26.	ALL	78.							9	9	6	1			3	1	----	----	----	----			----	----
25.	ALL								15	2	4		4	1	5		----	----	----		----	----	----	
22.	98.	69.	12.		10.5	9.4	9.9	16.1	40	24	31	1	5	5	19	5	----	----	33.7	----	----	----	32.8	----
27.	86.	61.	ALL		8.2	7.3	7.0		14	15	7			3	5		----	----	----			----	----	
27.					9.3	11.2	9.7		31	8	14		4	2	13		----	----	33.0		----	----	32.7	
28.	96.	81.			8.1	15.7	11.0	7.6	23	10	29	2	28	6	31	17	65.6	43.7	35.2	----	62.7	40.8	34.9	----
28.	ALL	89.	52.	11.					40	45	24	3	10	27	22	6	48.6	42.2	35.1	----	45.3	33.9	30.9	----
23.	98.	[illegible]	12.		9.9	10.3	10.4	----	45	55	43		3	7	26	1	----	42.9	37.7		----	41.9	32.6	----
17.	ALL	ALL	57.						33	4	2	1	7	5	5	2	39.4	----	----	----	36.7	----	----	----
23.	ALL	ALL	35.		6.0	----	6.3	6.5	3	1	10	2	4	5	10	5	----	----	28.1	----	----	----	25.4	----
23.	93.	76.	2.		5.2	6.2	6.0	5.0	56	56	51	6		7	7	9	----	48.0	42.2	39.1		48.2	37.5	36.7
24.	98.	96.			8.4	10.0	11.0	17.4	60	36	50	1	4	15	28	3	----	46.8	35.7	----	----	44.3	35.6	----
28.	93.	48.							14	22	17	2	1	5	1		----	----	----	----	----	----	----	
23.		65.	5.		----	6.8	5.7	----		7	7	3	3	10	12	5		34.2	28.7	----	----	33.4	29.8	----
26.	92.	75.	26.		7.2	10.5	12.8		6	13	11		7	23	8		48.6	39.4	35.6		48.5	40.7	32.9	

APPENDIX I

NEW YORK (CONTD)

NAME OF INSTITUTION	NOTES	(1) INST CATEGORY	(2) RATING OF AVERAGE SALARY				(3) AVERAGE SALARY BY RANK (IN THOUSANDS)					(4) RATING OF AVERAGE COMP.				(5) AVERAGE COMP BY RANK (IN THOUSANDS)				
			PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	PR	AO	AI	IN	AR
College of Saint Rose		IIA	4	4	5	4	44.0	36.7	30.0	24.4	34.4	4	5	5	5	52.2	43.5	35.8	29.2	40.9
Columbia-Greene Comm.College		III	2	2	2		46.1	38.2	32.0	-----	36.9	2	2	2		59.9	49.3	41.8	-----	48.0
Columbia University	50	I	1*	1*	3	3	76.1	52.1	38.5	29.5	58.4	1	1	2	2	90.7	64.9	48.6	38.9	71.1
Columbia U.-Teachers College		I	2	1	3	4	65.8	50.5	37.7	24.8	53.4	1	1	2	4	84.8	65.5	49.7	33.6	69.3
Comm.Coll. of Finger Lakes		III	2	2	3	3	44.1	36.5	29.6	25.6	34.7	2	3	4	4	55.6	45.9	36.7	32.1	43.6
Concordia College		IIB	5	5	5		33.3	28.4	23.9	-----	27.8	4	4	4		41.9	36.6	31.7	-----	35.9
Cornell Univ.-Endowed Colls.	56	I	1	1	1*		71.5	49.3	43.5	-----	56.5	1	1	1*		89.7	62.6	54.8	-----	71.2
Cornell Univ.-Statutory Clls	57	I	2	1	1	4	64.2	49.9	40.7	25.8	51.8	2	1	1	3	82.0	65.3	54.7	37.4	67.6
Corning Community College		III	2	4	4	5	46.1	33.2	27.5	21.7	36.8	2	3	4	5	58.9	42.5	34.1	28.2	47.0
Daemen College		IIB	3	3	3		39.2	34.1	27.8	-----	32.4	3	3	3		48.6	42.7	35.5	-----	40.8
Dominican College		IIB		2	2	2	-----	36.1	31.7	25.7	32.7		2	2	2	-----	46.1	39.6	31.3	40.7
Dutchess Community College		III	1	1	2	3	49.7	42.9	33.5	26.8	38.8	1	1	1	2	64.6	56.4	43.9	35.2	50.8
D'Youville College		IIB	4	4	3	1	34.0	30.9	29.5	27.7	30.5	4	4	4	2	42.6	36.4	33.9	32.7	36.0
Elmira College		IIB	3	5	4		39.9	28.6	25.3	-----	29.8	3	4	4		50.4	37.1	31.8	-----	37.9
Erie Comm. College (North)		III	2	2	2	4	43.5	37.3	32.3	23.7	37.1	3	3	3	4	52.8	45.7	39.9	30.0	45.4
Erie Comm. College (City)		III	2	3	2	4	43.1	36.0	31.4	24.9	33.0	3	3	3	4	52.5	44.2	38.9	31.3	40.8
Erie Comm. College (South)		III	2	2	2	4	43.2	37.3	32.1	24.4	34.9	3	3	3	4	52.5	45.7	39.6	31.2	43.0
Fordham University		I	2	1	2	1	67.7	49.7	40.2	33.6	52.1	1	1	2	1	84.8	63.5	49.3	41.2	65.4
Fulton-Montgomery Comm.Coll.		III	2	2	3	4	44.9	39.1	29.4	23.4	37.7	2	2	3	4	56.8	50.1	38.8	31.8	48.4
Genesee Community College		III	4	4		4	38.2	31.1	-----	22.8	33.9	3	4		4	52.1	41.6	-----	31.6	46.2
Hamilton College		IIB	1*	1*	1	1	58.1	44.3	34.5	30.8	43.5	1	1	1	1	71.0	54.4	41.8	36.1	53.0
Hartwick College		IIB	2	2	2		45.9	37.5	31.1		38.4	2	2	2		56.1	44.1	37.4		46.2
Herkimer County Comm.College		III	2	3	4	4	43.5	36.2	27.3	22.8	32.3	2	2	4	4	56.1	46.7	35.8	29.5	41.9
Hilbert College		III				5	-----	-----	-----	21.7	22.8				5	-----	-----	-----	25.3	26.9
Hobart-William Smith Colls.		IIB	1*	1*	1		57.6	44.7	34.5	-----	46.4	1*	1	1		73.4	55.3	42.1	-----	58.0
Hofstra University		I	3	2	2	1	63.0	48.0	40.3	35.7	48.9	3	2	2	1	78.5	59.7	48.9	43.4	60.5
Houghton College		IIB	4	4	5		34.0	29.1	25.0	-----	30.1	4	4	4		43.6	36.4	32.0	-----	38.3
Iona College	82	IIA	2	2	2	2	53.9	42.1	35.7	30.1	41.5	2	2	2	3	68.3	55.6	43.7	34.9	52.7
Ithaca College		IIB	1	1	1	3	50.8	40.5	32.3	23.8	37.6	1	1	2	3	62.3	50.4	40.1	30.3	46.7
Jamestown Community College		III	2	3	3	3	44.6	36.0	30.7	26.5	35.3	2	2	2	2	57.5	47.5	41.0	36.0	46.5
King's College		IIB	4	4	3	2	33.8	32.1	28.6	25.6	30.0	4	3	3	3	43.0	41.2	35.3	30.0	37.4
Le Moyne College		IIB	1	1	2		48.1	40.0	31.7	-----	38.4	1	1	2		60.7	50.1	39.8	-----	48.1
Long Island University	88	IIA	2	1	2	1	53.4	44.9	35.4	31.0	46.0	2	1	2	2	69.0	58.1	44.6	37.8	59.2
Manhattan College		IIA	2	1	2	2	53.5	44.9	36.7	29.5	43.7	2	1	2	2	69.5	58.4	46.2	37.2	56.2
Marist College		IIB	1	1	1	2	50.4	41.5	33.3	27.1	36.7	1	1	1	1	63.9	53.1	41.3	34.7	46.1
Marymount College		IIB	2	1	1		46.2	39.2	33.9	-----	39.6	1	1	1		60.5	49.2	43.6	-----	50.8
Marymount Manhattan College		IIB		4	5		-----	30.9	23.5		28.0		4	4		-----	38.9	30.4		35.5
Medaille College		IIB	4	4	5		34.8	29.6	24.8	-----	28.8	4	5	5		42.1	34.1	29.7	-----	33.9
Mercy College		IIB	2	3	3		43.4	33.8	28.2	-----	34.8	2	3	3		53.0	42.3	34.8	-----	42.9
Mohawk Valley Comm. College	104	III	3	3	4	4	41.0	35.4	28.5	23.6	32.1	3	3	3	4	51.9	45.1	36.9	31.1	41.2
Molloy College		IIB	2	2	2	3	43.7	35.8	30.0	23.5	32.3	2	2	2	3	55.6	44.0	38.0	31.1	40.8
Monroe Community College	4	III	1	1	1	1	51.4	42.4	36.4	29.7	42.6	1	1	1	1	61.7	52.4	47.1	41.6	53.1
Mount Saint Mary College		IIB	2	2	2	3	44.4	36.3	30.4	25.0	35.0	2	2	2	3	53.2	43.9	37.0	30.7	42.3
Nassau Community College		III	1*	1*	1*	1*	66.3	52.4	45.7	39.1	54.8	1*	1*	1*	1	84.7	69.1	60.9	52.8	71.5
Nazareth Coll. of Rochester	6	IIB	1	1	1		48.0	40.2	32.3	-----	39.9	2	1	2		58.4	49.5	40.1	-----	49.0
New School for Social Res.		I	2	2	3		65.8	47.8	37.6		47.2	2	1	1		81.9	62.4	50.9		60.8
N. Y. College Podiatric Med.		IIB	3	3	5		39.8	33.9	20.9	-----	33.7	4	3	5		45.9	40.6	25.6	-----	39.4
New York Inst. of Technology	107	IIA	2	2	2	1	53.9	43.8	35.9	33.3	42.4	2	2	2	1	66.8	55.2	46.1	43.2	53.6
New York University		I	1*	1	1*	2	76.2	52.0	45.5	32.3	59.5	1*	1*	1*	1	96.7	67.3	58.8	41.7	76.2
Niagara County Comm. College		III	2	2	2	2	46.9	39.4	32.7	27.1	38.2	2	2	2	3	57.8	49.0	41.1	34.6	47.6
Niagara University		IIA	4	4	4	4	43.9	37.6	31.9	25.4	38.1	4	4	4	5	52.7	46.8	38.2	29.5	46.5
North Country Comm. College		III		3	3	4	-----	34.8	29.8	24.2	32.5		3	3	4	-----	44.4	38.6	31.6	41.7
Onondaga Community College		III	2	2	2	3	46.4	39.0	32.6	26.4	38.4	1	1	1	2	60.9	52.3	43.5	35.3	51.0
Orange County Comm. College		III	1	1	1	2	51.3	43.3	36.2	28.3	39.2	1	1	1*	1	66.0	56.3	47.8	38.3	51.4
Pace University	113	IIA	1	1	1		57.5	45.6	37.9	-----	48.4	1	1	1		70.9	56.5	47.6	-----	59.9
Pace Univ. School of Law		IIA	1*	1*	1*		90.4	71.5	50.4		79.9	1*	1*	1*		106.2	83.0	60.5		93.9
Paul Smith's Coll. Arts&Sci.	PNA	III																		
Rensselaer Polytechnic Inst.	1	I	1	1	1		69.4	50.1	43.4		58.1	2	2	1		82.3	60.0	53.0		69.5
Rochester Institute of Tech.		IIA	3	2	2	2	49.6	42.4	36.0	29.5	40.6	3	2	2	2	62.0	53.5	44.8	36.9	50.8
Russell Sage College		IIA	5	5	5	5	41.7	34.3	29.5	23.7	33.3	4	5	5	4	52.2	42.7	36.8	29.9	41.5
Sage Junior Coll. of Albany		III	5	5	5		31.4	25.9	23.5	-----	26.4	5	5	5		39.0	32.6	29.6	-----	33.2
St.Bonaventure University		IIA	3	3	3	1	47.7	38.3	34.1	30.7	38.9	3	3	2	1	59.6	48.7	43.7	39.7	49.3
St. Francis College		IIB	1	1	1		49.2	40.6	32.6	-----	40.4	1	1	1		61.9	52.4	41.5	-----	51.4
St. John Fisher College		IIB	2	1	1		45.7	38.6	32.8	-----	38.4	2	2	2		55.7	47.8	39.1	-----	46.7
Saint Joseph's College		IIB	3	3	3	3	40.6	33.5	29.4	24.4	31.0	4	4	3	3	46.6	39.1	34.4	29.0	36.2
St. Lawrence University		IIB	1*	1*	1		59.9	44.1	34.2	-----	45.3	1*	1*	1*		78.6	58.8	44.8	-----	59.7
St. Thomas Aquinas College		IIB	2	2	1		44.1	36.6	32.3	-----	36.2	2	2	2		53.0	47.6	39.6	-----	44.7
Sarah Lawrence College		IIB									48.3									60.0
Siena College		IIB	2	2	2		45.3	36.4	31.3	-----	36.8	2	2	1		58.9	47.0	40.4	-----	47.5
Skidmore College		IIB	1	1	1*		56.3	43.2	36.0	-----	43.6	1	1*	1*		71.5	56.1	45.9	-----	55.9
SUNY Coll. Tech. at Alfred		III	1	1	1	3	50.4	43.1	35.2	26.1	42.1	1	1	1	3	63.9	55.6	45.9	32.5	54.0
SUNY Coll. Tech. at Canton		III	2	2	1	1	46.3	37.9	35.1	29.1	39.3	2	2	1	1	59.4	48.7	44.5	37.8	50.4
SUNY Coll. Tech at Cobleskil		III	1	2	2	2	49.0	38.5	33.3	27.4	39.5	1	2	1	3	62.0	49.6	43.3	34.4	50.5
SUNY Coll. Tech. at Delhi		III	2	2	3	5	47.4	38.1	30.6	21.8	36.8	1	2	3	4	61.3	49.3	39.5	28.8	47.7
SUNY Coll. Tech. at Frmgdle		III	1	1	1	2	50.9	43.7	33.9	28.2	41.4	1	1	1	2	64.7	55.6	43.3	36.1	52.7

(6)	(7)				(8)				(9)								(10)							
BEN.AS % OF SALARY	PERCENTAGE OF TENURED FACULTY				PERCENTAGE INCREASE IN SALARY(CONTINUING FAC)				NUMBER OF FULL-TIME FACULTY								AVERAGE SALARY BY RANK AND BY SEX							
									MEN				WOMEN				MEN				WOMEN			
	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
19.	ALL	98.	43.		4.7	5.0	7.7	8.3	6	25	24	2	11	22	22	5	44.9	36.3	30.4	----	43.5	37.3	29.5	----
30.	ALL	ALL	67.		7.0	7.0	7.0	----	9	8	8	1	2	8	7	4	----	40.2	32.6	----	----	36.3	31.3	----
22.	93.	32.	0.						437	113	191	10	61	53	91	18	77.3	53.8	39.5	35.8	67.1	48.3	36.4	26.1
30.	97.	70.			8.6	9.2	9.9	13.2	42	20	6	3	18	20	14	8	67.4	51.2	37.2	----	62.3	49.8	37.8	----
25.	ALL	ALL	76.	20.	10.2	11.3	9.9	9.4	23	13	12	9	6	9	13	11	44.4	37.5	30.5	26.1	43.2	35.2	28.8	25.1
29.	90.	44.							10	13	2			3	8	4	----	----	----			----	----	----
26.	99.	90.			6.8	8.1	8.3	----	413	132	131	1	26	43	41	1	72.0	50.2	44.9	----	63.3	46.7	39.3	----
30.	97.	85.	38.		6.0	7.2	9.1	13.4	283	195	96	7	20	52	48	9	64.4	50.3	40.8	25.7	61.6	48.4	40.6	25.9
28.	ALL	95.	70.		7.5	7.5	7.5	7.5	50	14	6	4	11	7	4	8	47.5	34.2	----	----	39.5	31.1	----	----
26.	94.	89.	15.						13	9	10	3	3	9	17	2	----	36.0	26.9	----	----	32.2	28.4	----
24.		92.	50.		----	5.8	6.8	----	1	6	9	2	2	6	15	5	----	38.3	32.1	----	----	33.8	31.4	----
31.	ALL	71.	84.	14.	6.9	5.3	6.6	6.2	25	24	18	14	11	11	19	14	50.0	43.3	33.5	26.6	49.1	42.3	33.4	27.0
18.	ALL	77.	17.		7.9	8.8	8.5	----	6	8	11	1	3	18	13	5	----	30.6	30.8	----	----	31.0	28.5	----
27.	93.	96.	29.		4.6	5.5	5.1		13	12	18	1	1	11	6		----	29.9	25.3	----	----	27.3	25.3	
22.	ALL	ALL	96.	11.					77	14	21	15	32	12	25	21	43.5	37.9	33.2	25.2	43.3	36.7	31.5	22.6
24.	ALL	ALL	ALL	29.					16	9	20	11	9	3	17	17	43.4	----	31.8	25.5	42.7	----	31.0	24.5
23.	ALL	ALL	ALL	25.					21	14	19	7	6	5	17	9	43.4	----	32.4	25.6	42.3	----	31.7	23.6
25.	90.	81.	16.						135	131	100	6	31	58	53	11	69.5	49.6	41.5	33.7	59.8	50.0	37.7	33.6
28.	ALL	ALL	78.						19	11	6	4	4	4	3	4	----	----	----	----	----	----	----	----
36.					8.9	9.8	----	10.4	31	3	2	7	17	5	2	6	39.1	----	----	23.6	36.5	----	----	22.0
22.	ALL	93.			8.4	14.3	10.6	----	34	18	26	5	3	12	18	8	----	45.4	34.9	----	----	42.6	33.8	----
20.	ALL	85.	3.		6.0	6.5	5.6		42	17	15		5	10	18		----	38.9	32.2		----	34.9	30.3	
30.	ALL	ALL	48.		8.0	8.1	8.2	8.2	13	20	17	3	4	4	14	9	----	----	28.7	----	----	----	25.6	----
18.					----	----	----	10.8	4	1	1	5	1	2	4	5	----	----	----	----	----	----	----	----
25.	98.	89.			7.5	8.7	10.4	----	46	25	19	1	9	13	20	4	58.2	44.8	35.1	----	54.6	44.5	33.9	----
24.	92.	63.	11.		6.0	6.0	6.0	6.0	106	93	102	6	15	43	56	9	64.0	50.8	42.0	37.9	55.6	41.9	37.2	34.3
27.	84.	69.	7.		8.3	9.9	10.2	----	28	23	10	2	3	6	5		----	29.0	----	----	----	29.5	----	
27.	98.	74.	28.		6.5	7.9	8.3	9.0	35	57	44	4	7	17	32	7	55.6	42.9	37.2	----	45.5	39.4	33.7	----
24.	ALL	95.	4.		~~6.2~~	~~6.4~~	~~7.3~~	5.4	57	100	83	16	11	42	74	17	50.8	41.4	33.5	23.7	50.6	38.2	30.9	24.0
32.	ALL	ALL	52.	5.					23	19	11	5	7	12	14	15	45.2	37.5	31.3	----	42.6	33.8	30.2	----
25.	ALL	50.	11.		2.9	3.0	5.1	----	7	11	17	2	1	1	2	5	----	----	----	----	----	----	----	----
25.	ALL	83.	7.		5.8	5.8	8.7	----	22	41	23	2	4	12	21	1	----	40.6	31.5	----	----	38.2	32.0	----
29.	93.	62.	7.		8.1	13.1	3.8	13.8	194	124	62	11	50	51	54	13	54.4	45.7	35.4	33.5	49.7	42.8	35.4	28.9
29.	ALL	87.	44.		6.3	6.8	7.0	5.4	41	63	33	6	3	15	15	2	----	45.5	38.1	----	----	42.2	33.5	----
26.	79.	74.	34.		7.4	6.5	7.0	9.1	14	30	50	6		8	30	5	----	42.8	34.3	----		36.6	31.6	----
28.	ALL	88.	44.		6.1	6.5	8.5	----	12	7	8	1	7	18	10		46.5	41.8	36.1	----	45.6	38.1	32.2	
27.		86.	65.						1	6	10		2	15	7		----	32.0	25.7		----	30.4	20.4	
18.	ALL	56.			10.0	8.0	----	----	6	7	3	1	4	9	6	2	----	29.5	----	----	----	29.7	----	----
23.	80.	36.							32	23	31		22	16	28	3	43.7	33.5	29.2		43.0	34.1	27.0	----
28.	ALL	ALL	63.	20.	6.0	6.0	6.0	6.0	29	25	36	19	11	17	20	16	42.0	36.3	30.3	24.9	38.3	34.0	25.3	22.2
27.	92.	85.	69.		6.5	7.2	7.2	6.9	4	6	3	2	9	14	36	13	----	37.3	----	----	----	35.1	----	----
25.	ALL	96.	85.	59.	6.8	7.4	7.5	7.5	78	46	26	18	33	25	28	23	51.8	42.9	37.0	30.2	50.6	41.4	35.8	29.3
21.	ALL	50.	11.		8.4	----	8.8	----	7	1	9	3	9	5	10	4	45.7	----	31.4	----	43.5	----	29.4	----
30.	ALL	99.	89.						163	72	48	35	63	58	51	52	67.2	53.5	46.3	39.1	63.7	51.0	45.2	39.1
23.	94.	73.	14.		7.1	7.1	8.3	----	15	19	20		20	11	17	1	47.5	39.8	32.4		48.3	41.0	32.3	----
29.	78.	27.			5.9	6.1	6.1		27	13	8		10	2	12		66.6	----	36.3		63.5	----	38.5	
17.					5.0	5.0	5.0	----	22	13	6	2	3	4	3	3	----	----	----	----	----	----	----	----
26.	ALL	74.	8.		7.0	7.0	7.0	7.0	44	89	54	9	7	16	25	6	54.5	44.6	36.6	33.0	50.4	39.7	34.3	33.8
28.	94.	73.			6.8	7.2	8.9	8.8	454	225	157	30	96	95	101	26	78.1	53.1	47.3	33.9	67.1	49.2	42.7	30.4
25.	ALL	ALL	87.	17.					45	19	12	20	11	14	11	16	48.0	40.8	33.2	26.9	42.4	37.6	32.2	27.4
22.	ALL	84.	33.		8.9	7.5	6.2	----	30	40	11	2	11	15	10	4	44.4	38.7	32.8	----	42.5	34.6	30.9	----
28.		94.	64.						5	14	3	4		4	8	3	----	----	----	----		----	----	----
33.	ALL	96.	62.	44.	14.1	13.4	14.5	13.0	44	39	37	6	25	33	28	3	46.7	39.9	34.2	----	45.9	38.0	30.4	----
31.	ALL	ALL	81.	22.					23	27	18	19	6	19	14	22	51.0	44.5	36.9	29.9	52.3	41.6	35.2	27.0
24.	88.	59.	40.		8.5	5.8	7.2	----	134	73	55	2	43	46	48	2	58.5	46.8	38.8	----	54.5	43.6	36.8	----
18.	63.				7.3	6.7			20	3			7	6	7		90.6	----			90.0	----	----	
19.	94.	89.			5.2	5.9	5.6		180	101	59		6	15	20		69.6	50.6	44.4		64.0	46.3	40.2	
25.	99.	92.	44.	5.	5.7	5.7	6.0	6.9	145	164	130	16	13	41	66	4	49.8	42.8	37.2	----	47.5	41.0	33.6	----
25.	ALL	98.	21.		7.2	7.5	7.9	7.3	10	23	14	1	9	30	24	6	43.4	35.9	32.0	----	39.9	33.0	28.1	----
26.	ALL	60.			7.2	8.7	9.3	----	4	4	7	1	11	6	14		----	----	23.6	----	----	----	23.4	
27.	93.	69.	37.	8.	5.3	5.5	5.6	6.7	43	47	44	5	2	4	13	7	----	----	34.3	----	----	----	33.6	----
27.	60.	47.	13.		7.0	7.0	7.3	----	16	12	12	1	4	3	4	3	----	----	----	----		----	----	----
22.	96.	71.	30.						26	30	18	1		8	15	2	----	39.3	34.6	----		36.3	30.8	----
17.	92.	54.							4	6	7	5	8	7	29	9	----	33.3	30.0	----	----	33.7	29.2	----
32.	ALL	95.	6.		6.5	7.6	7.5	----	46	47	29	2	3	12	21	3	----	44.3	34.9	----	----	43.4	33.1	----
23.	ALL	ALL	36.		12.1	13.6	11.5	----	8	8	16		9	4	17	1	43.7	----	32.6		44.5	----	31.9	----
24.																								
29.	ALL	98.	24.		9.6	11.2	12.2	----	31	37	27	1	6	11	22	2	46.3	36.8	32.0	----	40.5	35.1	30.5	----
28.	91.	89.	8.		8.5	8.8	9.7	----	34	41	32	3	10	20	29	2	57.2	43.7	36.5	----	53.3	42.3	35.4	----
28.	95.	92.	46.		4.9	6.5	6.6	5.4	59	55	35	9	3	8	11	6	----	43.6	35.8	26.1	----	39.6	33.3	26.0
28.	ALL	ALL	54.	8.	6.6	8.2	7.1	7.5	33	21	16	7	5	7	8	5	----	39.0	35.4	----	----	34.5	34.3	----
28.	ALL	82.	51.	17.	6.6	6.5	6.9	13.0	36	28	28	6	11	6	15	6	49.0	38.5	34.3	27.1	48.7	38.4	31.4	27.7
30.	ALL	97.	34.	9.	6.0	8.0	7.5	7.1	30	30	26	9	2	6	9	2	----	38.3	30.8	----	----	37.2	29.9	----
27.	ALL	90.	22.	3.	6.7	9.0	7.8	8.2	76	47	34	24	14	22	40	11	51.4	45.1	34.2	28.1	48.3	40.7	33.7	28.5

APPENDIX I

NAME OF INSTITUTION	NOTES	(1) INST CATEGORY	(2) RATING OF AVERAGE SALARY				(3) AVERAGE SALARY BY RANK (IN THOUSANDS)					(4) RATING OF AVERAGE COMP.				(5) AVERAGE COMP BY RANK (IN THOUSANDS)				
			PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	PR	AO	AI	IN	AR
N E W Y O R K (CONTD)																				
SUNY Coll. Tech. at Morsvle		III	1	2	2		48.5	39.5	31.8	-----	39.1	1	2	2		61.9	50.7	40.9	-----	50.1
SUNY College at Brockport		IIA	1	1	1		58.1	47.8	38.5	-----	47.4	1	1*	1		73.5	61.4	48.8	-----	60.3
SUNY College at Buffalo		IIA	2	2	3	2	52.7	42.4	33.5	29.3	43.4	2	2	3	2	67.2	54.0	42.9	38.0	55.4
SUNY College at Cortland		IIA	2	2	4		52.2	41.4	31.6	-----	42.6	2	2	3		67.3	53.5	40.4	-----	55.0
SUNY College at Fredonia		IIA	1	2	3	2	56.6	43.1	34.3	27.9	46.1	1	2	2	2	72.8	55.8	44.1	35.9	59.4
SUNY College at Geneseo		IIA	2	2	3	2	53.9	41.9	32.7	29.0	40.8	2	2	3	2	68.8	54.3	42.1	36.9	52.4
SUNY College at New Paltz		IIA	1	1	1		55.8	45.4	37.2	-----	45.7	1	1	1		71.5	58.3	47.7	-----	58.6
SUNY College at Old Westbury		IIB	1*	1*	1*	1*	58.3	45.7	37.0	32.0	44.3	1*	1*	1*	1	73.4	58.0	47.5	41.8	56.4
SUNY College at Oneonta		IIA	2	2	2		53.5	42.9	35.4		44.4	2	2	2		69.2	55.4	45.3		57.1
SUNY College at Oswego		IIA	2	2	3		52.6	42.0	32.9	-----	43.8	2	2	3		67.9	54.5	43.2	-----	56.7
SUNY College at Plattsburgh		IIA	2	2	3		53.5	42.6	33.4	-----	43.2	2	2	3		69.1	55.2	43.0	-----	55.7
SUNY College at Potsdam		IIA	2	3	3	3	52.6	40.6	32.8	27.3	40.9	2	2	3	2	67.4	52.5	42.5	35.2	52.8
SUNY College at Purchase		IIB	1	1	1		53.4	41.1	33.4		41.0	1	1	1		68.7	53.3	44.0		53.2
SUNY Coll.Tech. Utica-Rome		IIA		2	2	1	-----	44.6	36.3	30.4	40.9		1	2	2	-----	57.3	46.8	38.6	52.5
SUNY Coll.Env.Sci.&Forestry		IIA	1	1	1		57.7	47.1	37.9	-----	50.5	1	1	1		73.5	60.9	48.7	-----	64.5
SUNY Empire State College		IIB	1	1*	1	1*	55.2	44.0	35.3	33.8	42.5	1	1*	1*	1	70.3	56.3	45.4	44.1	54.4
SUNY Maritime College		IIB	1	1	1		54.4	41.8	33.4	-----	41.6	1	1	1		69.3	53.7	42.6	-----	53.1
SUNY State Coll.of Optometry		IIA	1*	1*			66.1	54.3	-----	-----	59.1	1*	1*			84.2	70.2	-----	-----	75.6
SUNY at Albany		I	1	1*	2		71.2	52.1	39.1		55.2	1	1	2		89.2	66.5	50.1		69.9
SUNY at Binghamton		I	2	1	2		68.6	50.4	40.0		52.9	1	1	1		86.7	64.9	51.5		67.5
SUNY at Buffalo	130	I	1	1*	2	4	73.0	53.4	40.2	26.4	56.7	1	1*	1	4	91.6	68.2	50.9	33.1	71.7
SUNY at Stony Brook	130	I	1	1*	1	2	74.1	52.3	40.5	31.5	57.6	1	1*	1	2	92.9	66.7	51.5	40.6	72.7
Sullivan County Comm. Coll.		III	3	3	3		41.5	35.6	29.9	-----	37.1	2	2	2		54.6	47.6	40.8	-----	49.4
Syracuse University	133	I	3	3	3	2	61.2	43.9	36.8	31.2	49.3	2	2	3	2	79.1	59.2	47.8	40.9	64.5
Syracuse Univ.-Utica College	4	IIB	2	2	3		44.3	36.5	29.6	-----	35.8	2	2	2		55.7	45.8	37.0	-----	44.9
Trocaire College		III			5	5	-----	-----	23.0	19.9	22.0			5	5	-----	-----	28.3	24.8	26.9
Ulster County Comm. College		III	3	3	4	3	41.0	34.1	28.5	25.9	35.6	3	3	3	2	52.8	44.6	37.9	34.8	46.4
Union College		IIA	1	1	2	1	59.2	45.8	35.8	30.7	46.7	1*	1	2	2	78.1	59.1	45.3	38.6	60.5
Union Theological Seminary		IIA	5				33.3	-----	-----	-----	29.8	4				56.9	-----	-----	-----	52.3
U.S. Merchant Marine Academy		IIB	1	1	1*		50.5	41.4	36.6	-----	43.8	2	2	1		56.9	46.9	41.7	-----	49.5
University of Rochester		I	1	1	1	3	70.3	49.1	42.5	27.8	56.3	2	2	2	4	83.5	58.9	50.3	32.0	66.9
Vassar College		IIB	1*	1	1		59.7	43.5	35.4	-----	45.0	1*	1*	1		77.5	56.5	44.5	-----	58.0
Villa Maria Coll. of Buffalo		III		5		5		27.6	-----	18.8	23.3		5		5		32.4	-----	22.5	27.5
Wagner College	159	IIB	3	3	3	3	42.5	33.9	29.1	24.6	34.0	2	3	3	3	53.3	43.0	35.7	30.0	42.4
Wells College		IIB	3	3	3		41.1	33.5	27.9		35.4	3	3	4		49.6	40.8	32.6		42.6
N O R T H C A R O L I N A																				
Appalachian State University		IIA	3	3	2	3	47.5	40.1	35.5	27.4	40.9	4	3	3	3	57.3	48.2	42.8	33.4	49.3
Barber-Scotia College		IIB		5	5	3	-----	23.9	22.8	24.1	24.8		5	5	4	-----	27.7	26.3	27.7	28.5
Barton College	40	IIB	5	5	4	4	31.3	26.9	25.6	22.8	26.9	5	5	4	3	37.9	32.6	30.7	29.4	32.6
Bennett College		IIB	5	4	4	5	27.8	29.4	25.8	21.3	26.4	5	5	5	5	32.5	34.4	30.0	24.8	30.8
Brevard College		III	5	5		5	28.1	24.9	-----	20.3	24.1	5	5		5	33.1	29.5	-----	24.2	28.5
Catawba College		IIB	4	4	5		35.8	31.7	24.9	-----	31.2	4	4	5		43.4	38.0	29.8	-----	37.6
Davidson College	58	IIB	1	1	2		52.5	40.2	31.6	-----	43.8	1	1	1		66.3	50.6	40.2	-----	55.3
Duke University		I	1	1	1*		75.8	51.8	43.5	-----	62.0	1*	1	1		93.4	63.8	51.9	-----	76.0
East Carolina University		IIA	2	2	2	1	53.1	41.4	35.7	32.0	41.0	2	3	3	1	63.8	50.0	43.2	39.0	49.4
Elizabeth City State Univ.		IIB	2	1	1		45.2	39.0	33.5	-----	37.8	2	2	1		55.3	47.8	40.7	-----	46.2
Elon College		IIB	3	2	2	3	40.7	35.4	30.1	24.1	32.6	3	3	3	4	49.1	43.4	35.9	28.4	39.2
Fayetteville State Univ.		IIB	1	1	1		50.5	41.4	34.6	-----	39.3	1	1	1		61.4	50.5	41.9	-----	48.0
Gardner-Webb College		IIB	5	5	5	5	30.2	26.8	24.4	21.1	26.6	5	5	5	5	35.6	31.8	28.7	25.0	31.5
Greensboro College		IIB	4	3	3		34.9	33.3	28.3	-----	30.7	4	3	4		41.6	39.9	33.8	-----	36.8
Guilford College		IIB	2	2	2		43.2	35.5	31.1	-----	36.0	2	2	2		53.6	44.8	39.9	-----	45.3
High Point College		IIB	3	3	4		40.6	34.0	27.5		32.2	3	3	3		51.0	42.0	34.2		40.1
Johnson C. Smith University		IIB	4	4	5	4	34.5	29.3	24.6	22.7	26.7	4	4	5	4	41.6	35.6	30.2	27.9	32.6
Lees-McRae College		III		5	5		-----	23.2	19.3	-----	21.3		5	5		-----	27.4	22.6	-----	25.0
Lenoir-Rhyne College		IIB	4	4	3		36.5	32.1	28.4	-----	33.4	4	4	3		45.3	39.1	35.2	-----	41.2
Livingstone College		IIB		5	5	5	-----	25.2	22.4	20.6	22.2		5	5	5	-----	28.6	24.9	22.6	24.7
Louisburg College		III	5	5	5	5	31.4	27.7	24.1	21.4	27.4	5	5	5	5	38.4	34.2	29.7	26.5	33.7
Mars Hill College	4	IIB	5	5	5	5	32.3	27.9	23.0	18.5	28.2	5	5	5	5	38.4	33.5	27.5	22.5	33.7
Meredith College		IIB	3	3	2	2	39.8	34.4	30.4	26.6	33.6	3	3	3	2	47.1	41.2	36.5	32.7	40.2
Methodist College		IIB	5	5	4		30.7	28.6	25.5	-----	27.8	5	5	5		37.1	33.5	29.8	-----	32.9
Montreat-Anderson College		IIB	5				27.0				27.0	5				33.5				33.5
Mount Olive College		IIB									27.4									32.3
North Carolina A&T St. Univ.		IIA	3	2	1	2	50.4	42.1	38.1	28.9	40.5	3	3	2	2	61.0	50.9	45.7	35.4	48.9
North Carolina Central Univ.		IIA	2	2	2	1	52.1	42.9	36.2	33.4	41.8	3	2	2	1	62.4	52.3	44.3	41.1	50.8
North Carolina Sch.of Arts		IIB				1*				38.1	38.0				1				46.3	46.2
North Carolina State Univ.		I	2	2	3	2	64.4	46.2	38.5	30.2	47.8	3	3	3	3	76.3	55.5	46.3	36.1	57.1
North Carolina Wesleyan Coll		IIB	4	4	4		36.0	29.1	27.6	-----	29.7	4	4	4		44.3	35.1	32.3	-----	35.5
Peace College		III	5	5	5		34.9	29.6	25.7		29.9	5	5	5		42.5	36.2	31.7		36.6
Pembroke State University		IIB	1	1	1		51.7	40.3	33.6	-----	40.0	1	1	1		62.6	49.0	40.9	-----	48.6
Pfeiffer College		IIB	5	5	5		33.3	28.9	25.1	-----	28.5	5	5	5		39.8	34.0	29.7	-----	33.9
Piedmont Bible College		IIB									14.4									20.9
Queens College		IIB	3	3	3	4	41.9	34.4	27.9	23.3	32.3	3	3	4	4	49.8	41.4	33.2	26.8	38.4
Roanoke Bible College		III					-----		-----	-----	22.2					-----		-----	-----	25.2

(6)	(7)				(8)				(9)								(10)							
BEN.AS % OF SALARY	PERCENTAGE OF TENURED FACULTY				PERCENTAGE INCREASE IN SALARY(CONTINUING FAC)				NUMBER OF FULL-TIME FACULTY								AVERAGE SALARY BY RANK AND BY SEX							
									MEN				WOMEN				MEN				WOMEN			
	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
28.	ALL	91.	27.		6.3	6.7	6.8	----	36	24	24	1	5	9	24	3	----	40.5	33.2	----	----	36.8	30.3	----
27.	99.	97.	45.		5.5	5.5	5.5		82	96	38	1	11	20	40	2	58.9	48.0	39.2	----	51.8	47.3	37.8	----
28.	99.	92.	17.		6.5	6.7	7.8	8.7	143	120	55	5	18	50	45	6	52.9	43.0	33.9	----	51.1	40.9	33.1	----
29.	ALL	91.	8.		5.7	6.6	6.2	----	82	72	22		14	19	28	2	52.0	41.9	32.6		53.7	39.4	30.7	----
29.	ALL	93.	18.		6.1	7.9	8.0	6.9	95	62	29	3	5	14	26	4	----	43.6	36.4	----	----	40.6	31.9	----
28.	98.	88.	15.	14.	6.7	6.4	8.6	7.5	57	55	55	2	7	12	33	5	54.0	42.7	33.6	----	53.1	38.2	31.3	----
28.	97.	88.	24.		6.0	6.9	6.9	----	93	69	43		10	30	29	2	56.0	46.0	38.3		54.2	43.9	35.4	----
27.	84.	86.	26.		6.6	7.3	7.8	7.2	25	22	21	2	6	20	21	9	58.9	46.4	37.3	----	55.9	44.8	36.6	----
29.	ALL	93.	44.		6.3	8.0	8.1		93	71	35		14	19	29		53.8	43.5	36.2		51.8	40.7	34.4	
29.	95.	83.	20.		5.6	6.9	7.5		111	87	43	2	15	33	31		52.7	42.9	34.3	----	52.4	39.9	31.0	
29.	ALL	89.	15.		6.8	7.0	8.1	----	84	74	44	1	7	27	36	1	53.6	43.0	34.6	----	52.2	41.5	32.0	----
29.	90.	91.	20.	9.	6.5	5.8	7.7	----	72	50	37	6	6	19	28	5	53.0	40.7	33.7	----	47.6	40.4	31.5	----
30.	ALL	73.	7.		9.1	11.7	10.1		19	43	18		6	19	11		53.8	41.4	33.4		52.0	40.5	33.3	
28.		78.	10.		----	7.9	6.8	----	3	40	11	3		9	9	5	----	45.5	40.2	----		40.7	31.6	----
28.	ALL	87.	13.		6.2	9.5	7.7		64	22	28	1	1	1	2		----	----	----	----	----	----	----	
28.	96.	86.	15.		7.1	9.9	6.2	----	17	34	16	4	8	17	18	3	55.5	45.0	36.3	----	54.5	42.0	34.3	----
28.	60.	68.	24.		6.4	6.8	6.9	----	14	20	17	2	1	2	4		----	----	----	----	----	----	----	
28.	94.	57.			6.0	6.3	----		16	13	1	1		1			----	----	----	----		----		
27.	98.	94.	8.		6.8	7.4	7.5		233	182	76		12	52	71		71.4	52.6	41.4		67.6	50.5	36.6	
28.	96.	94.	4.		6.1	7.5	8.0		155	140	93		16	39	37		69.4	51.3	40.4		61.0	46.9	38.8	
26.	98.	87.	2.		6.6	7.0	8.2	8.6	385	279	173	11	36	70	86	7	73.9	54.5	41.6	26.1	63.5	49.0	37.4	26.9
26.	97.	92.	5.		8.0	7.8	7.9	9.1	308	174	126	7	28	51	69	6	75.0	53.7	41.6	31.6	64.1	47.6	38.5	31.4
33.	93.	92.	54.						23	16	8		7	8	5	2	41.7	36.3	----		41.0	34.4	----	----
31.	98.	80.	11.	22.	6.8	7.5	7.9	8.8	371	205	147	3	33	86	95	6	61.9	44.4	38.0	----	54.0	42.7	35.0	----
25.	ALL	91.	29.		10.9	9.6	9.7	----	22	32	19	1	2	14	16	1	----	36.6	30.0	----	----	36.4	29.1	----
22.					----	----	4.6	6.6		1	2	2	3	2	12	12		----	----	----	----	----	----	----
30.	97.	ALL	88.						33	10	9	1	3	5	7	5	----	----	29.0	----	----	----	27.9	----
30.	ALL	35.			8.0	7.6	9.7	9.9	55	50	32	2	2	12	18	5	----	46.4	36.3	----	----	43.2	34.9	----
75.	ALL				7.0	----	----	----	10	1	2		5		2	1	----	----	----		----		----	----
13.	93.	72.	74.						29	15	16	1		3	3		----	----	----	----		----	----	
19.	99.	79.			6.4	7.6	7.2	----	219	103	94	2	21	32	57	4	70.9	50.8	45.1	----	63.6	43.6	38.1	----
29.	ALL	91.			6.7	9.1	10.4	----	49	39	40	1	14	29	28	3	60.9	43.3	35.5	----	55.6	43.7	35.3	----
18.										2	1	3		9	1	7		----	----	----		----	----	----
25.	ALL	90.	38.		10.6	10.0	10.9	----	14	13	11	4	6	8	10	3	43.2	34.8	29.5	----	40.8	32.4	28.5	----
20.	ALL	93.	8.		10.6	13.2	14.0		17	6	6		5	8	7		----	34.0	27.7		----	33.2	28.1	
21.	98.	79.	6.		6.4	7.2	7.2	7.5	214	81	61	4	44	24	40	5	48.2	40.4	36.8	----	44.2	39.2	33.5	----
15.					----	0.0	0.6	----	5	5	6	4		4	3	3	----	----	----	----		----	----	----
21.	83.	57.	8.		5.5	6.2	6.5	8.2	17	14	13	1	1	9	23	5	----	27.7	26.4	----	----	25.5	25.1	----
17.	8.	22.	13.						8	4	9		4	5	14	6	----	----	27.3		----	----	24.8	----
19.	82.	78.							9	8	2	6	2	1	2	8	----	----	----	20.9	----	----	----	19.9
21.	93.	73.	17.		6.1	7.8	8.0	----	24	6	12		6	5	6	3	36.1	----	25.3		34.7	----	24.1	----
26.	98.	95.	4.		6.0	6.3	5.2	----	53	32	14		3	7	12	2	----	40.1	30.9		----	40.5	32.4	----
23.	ALL	79.	3.		7.2	9.1	9.1	----	300	118	105	1	22	42	42	2	75.2	52.1	44.6	----	84.0	51.1	40.8	----
21.	ALL	87.	26.		6.1	6.2	7.0	7.8	168	145	128	10	34	53	95	9	53.5	41.7	36.7	33.2	51.2	40.6	34.4	30.6
22.	94.	43.	22.		6.1	7.7	6.2	----	29	16	10	3	6	7	8		45.4	39.0	33.3	----	44.2	38.8	33.7	
20.	92.	26.	2.		8.3	7.3	7.7	9.2	19	24	31	8	6	7	28	9	41.3	36.4	31.0	23.3	38.6	32.2	29.2	24.8
22.	86.	83.	38.		5.7	6.4	6.3	----	23	44	31	1	5	16	17	2	----	41.4	35.0	----	----	41.4	34.0	----
18.	87.	87.	6.		6.0	5.7	5.0	6.7	22	12	9	5	9	3	9	8	30.5	----	25.4	----	29.3	----	23.5	----
20.	ALL	11.							9	5	9		1	4	10	3	----	----	29.7		----	----	27.1	----
26.	ALL	96.	26.		5.1	5.1	5.1		26	15	19	1	6	10	12		43.3	35.2	30.2	----	42.8	35.9	32.6	
24.	93.	58.	6.		7.6	7.6	8.1		13	15	19		1	4	13		----	----	28.1		----	----	26.7	
22.	70.	61.	5.		3.0	3.0	3.0	3.0	9	13	26	3	1	5	13	7	----	----	24.1	----	----	----	25.5	----
18.		16.							3	11	6	3	2	8	10		----	22.9	20.1	----	----	23.6	18.8	
23.	91.	62.	25.		8.8	9.6	9.3	----	33	18	10		14	8	10	1	36.5	32.0	28.7		36.4	32.5	28.1	----
11.					----	5.1	5.2	5.3	5	2	13	10		5	10	11	----	----	22.1	21.5		----	22.8	19.7
23.	93.	80.	75.						11	6	5	3	4	4	3	3	----	----	----	----	----	----	----	----
19.	ALL	88.	24.						31	10	6	3	11	6	11	5	33.1	28.3	24.4	----	29.9	27.2	22.2	----
20.	92.	77.	20.						14	14	7	2	11	16	23	10	40.1	35.2	31.2	----	39.4	33.8	30.1	----
18.	79.	39.	22.						11	11	13	2	3	7	5	1	----	29.6	----	----	----	27.0	----	----
24.	30.				7.5				18				5				----				----			
18.																								
21.	88.	86.	22.	11.	5.4	6.5	6.4	5.2	57	76	48	10	11	27	46	8	50.9	42.8	39.0	29.1	48.3	40.0	37.1	28.6
22.	ALL	85.	48.	50.	6.3	7.0	8.1	14.2	40	49	49	3	12	24	28	5	51.6	43.3	36.8	----	53.7	42.1	35.3	----
22.				1.				5.8				45				34				39.2				36.7
19.	ALL	92.	10.		6.3	6.6	7.1	8.9	401	264	156	9	27	72	63	3	65.0	46.8	39.3	----	54.4	44.4	36.4	----
19.	ALL	86.	9.		5.3	----	6.7		9	5	14		1	2	8	2	----	----	26.9		----	----	28.8	----
22.	ALL	88.							3	3	1		6	5	9		----	----	----		----	----	----	
22.	92.	54.	19.		7.7	7.8	7.7		45	25	24		6	3	12	1	52.2	----	34.5		48.2	----	31.7	----
19.	81.	18.	12.		11.9	13.3	7.0		13	7	7	1	3	4	10	2	----	----	26.0	----	----	----	24.5	----
45.																								
19.	93.	50.	4.		9.7	6.7	6.7	----	9	9	13	1	6	5	14	5	43.6	----	29.1	----	39.5	----	26.7	----
14.					----		----	----	2		3	1	1		1	1	----		----	----	----		----	----

APPENDIX I	N O T E S	(1)	(2)				(3)					(4)				(5)				
		INST CATE GORY	RATING OF AVERAGE SALARY				AVERAGE SALARY BY RANK (IN THOUSANDS)					RATING OF AVERAGE COMP.				AVERAGE COMP BY RANK (IN THOUSANDS)				
NAME OF INSTITUTION			PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	PR	AO	AI	IN	AR
N O R T H C A R O L I N A (CONTD)																				
St. Andrews Presb. College		IIB	4	4	4		35.0	29.3	25.5	-----	29.1	4	4	4		42.5	35.7	31.0	-----	35.5
Saint Augustine's College		IIB	5	5	5	4	28.2	28.5	23.1	22.8	25.2	5	5	5	5	32.2	32.1	26.0	25.4	28.4
Saint Mary's College		III	5	5	5		32.5	26.4	23.8	-----	26.3	5	5	5		37.9	30.9	27.9	-----	30.8
Salem College		IIB	4	4	5		36.1	30.2	25.1	-----	29.7	4	4	4		44.1	37.5	31.9	-----	36.8
Southeastern Seminary		IIA	5				31.5	-----	-----		29.4	5				43.0	-----	-----		40.3
Univ. of N.C. at Asheville		IIB	1	1*	1		52.5	44.0	34.5	-----	40.2	1	1	1		62.6	52.9	41.7	-----	48.4
Univ. of N.C. at Chapel Hill		I	2	2	3	1*	65.8	47.3	38.1	37.9	50.2	3	3	4	1	77.8	56.6	45.6	44.7	59.6
Univ. of N.C. at Charlotte		IIA	2	2	1		53.2	43.8	37.0		41.2	2	2	2		63.6	52.6	44.3		49.4
Univ. of N.C. at Greensboro		I	3	4	4	1	59.1	42.8	36.5	33.8	42.0	4	4	4	2	70.0	51.4	43.8	40.5	50.2
Univ. of N.C. at Wilmington		IIB	1	1	1		50.9	41.6	34.6		39.7	1	1	1		61.3	50.1	41.7		47.9
Wake Forest University		IIA	1	1	2	3	58.1	45.7	35.5	27.6	46.4	1	2	3	4	70.9	55.8	41.4	32.2	56.0
Western Carolina University		IIA	3	2	3		49.4	42.2	34.3		40.3	3	3	3		59.9	51.2	41.8		49.0
Wingate College		IIB	4	5	5	4	34.3	28.5	24.6	22.6	27.8	4	5	5	4	41.3	34.7	30.1	27.6	33.8
Winston-Salem State Univ.		IIB	2	1	1	1	45.2	39.7	34.5	27.5	38.2	2	2	1	2	54.5	48.3	42.2	33.2	46.4
N O R T H D A K O T A																				
Bismarck State College		III		4	3			33.4	29.4	-----	30.9		3	3			42.6	37.3	-----	39.2
Dickinson State University		IIB	4	4	4	3	35.0	31.7	27.6	25.3	29.5	4	3	3	2	44.4	39.9	34.8	31.8	37.2
Jamestown College		IIB	5	5	5	4	33.6	28.3	23.7	21.8	26.7	4	5	5	5	42.0	34.8	28.6	25.7	32.6
Mayville State University		IIB	3	3	3		38.2	32.9	29.0	-----	32.0	3	3	3		47.7	41.7	36.8	-----	40.2
Minot State University		IIA	4	5	4	3	42.8	35.5	30.9	26.3	33.5	4	4	4	4	53.1	44.4	39.3	31.0	41.6
North Dakota State Univ.		IIA	4	4	4	5	44.5	37.0	32.1	23.0	37.5	5	5	4	2	51.2	43.5	38.5	37.5	44.6
Standing Rock College		III				5		-----		19.8	20.2				5		-----		24.4	24.9
Univ. of North Dakota-Main	1	I	5	5	5	4	43.9	36.5	32.0	24.6	35.7	5	5	5	4	54.7	45.7	39.6	30.8	44.4
Univ. of N. Dak. Williston		III				1			-----	29.6	30.2				4			-----	29.6	38.2
Valley City State University		IIB	4	3	4		34.9	32.4	26.7	-----	30.3	4	3	3		43.6	40.7	34.1	-----	38.3
O H I O																				
Air Force Inst. of Tech.	32	IIA	2	2	1		54.2	44.4	38.2	-----	46.9	2	2	2		65.3	53.9	46.5	-----	56.7
Antioch University	35	IIA	5	5	5		38.8	32.3	26.1	-----	30.9	5	5	5		49.6	42.6	34.2	-----	40.5
Ashland University		IIB	3	3	3	4	38.9	33.3	28.7	21.6	31.5	3	3	3	4	49.4	41.9	36.0	27.3	39.8
Baldwin-Wallace College		IIB	2	2	2		45.6	38.0	31.2	-----	39.9	2	1	1		57.8	49.5	40.3	-----	51.1
Bluffton College		IIB	5	5	5		31.5	27.5	24.9	-----	28.1	5	5	4		39.8	34.0	31.2	-----	35.2
Bowling Green State Univ.		I	3	3	4	4	58.5	45.1	36.6	24.8	45.0	3	3	3	4	73.1	57.2	46.9	32.3	56.9
Bowling Green State U-Frlds.		III		1	1*	2	-----	42.8	37.0	28.3	37.2		1	1	2	-----	54.5	47.4	37.0	47.7
Capital University		IIA	4	5	5	4	46.2	34.3	29.2	25.0	36.3	4	4	5	4	56.7	44.7	37.4	31.4	45.7
Case Western Reserve Univ.		I	2	2	2	2	65.1	46.2	39.3	30.8	50.5	2	2	2	2	80.5	58.1	49.6	40.5	63.2
Clark State Community Coll.		III	4	4	3	4	36.9	33.4	29.4	25.2	30.9	4	4	3	3	45.6	42.3	37.4	33.6	39.5
Cleveland State University	3	IIA	1	1	1	2	59.4	44.7	37.1	28.3	46.8	1	2	1	2	72.9	56.0	47.2	37.2	58.5
Coll. of Mount Saint Joseph		IIB	3	2	3	3	39.3	36.1	29.7	25.3	31.3	3	3	3	3	47.1	41.3	35.4	29.4	37.1
College of Wooster		IIB	1	1	2		51.0	40.1	31.8	-----	41.4	1	1	2		66.5	49.9	39.5	-----	52.8
Columbus State Comm. College		III	3	4	4	4	39.6	31.6	27.0	23.5	32.2	4	4	4	4	49.4	40.3	35.0	31.5	40.9
Cuyahoga Comm. College Dist.		III	1	1*	1*	1*	50.7	46.4	39.7	32.4	41.4	1	1*	1*	1	62.9	57.8	50.0	41.5	52.0
Defiance College,The		IIB	4	4	4		34.4	29.9	26.3	-----	30.1	5	4	4		40.5	35.4	30.8	-----	35.5
Denison University		IIB	1	1	2	2	50.1	38.7	30.5	27.1	39.8	1	1	2	2	68.6	49.5	37.8	33.0	52.3
Edison State Community Coll.		III	5	4	4		33.9	31.7	29.1	-----	31.0	5	4	4		42.0	39.5	36.5	-----	38.6
Findlay, The University of		IIB	4	4	4	3	36.9	32.0	26.5	23.6	28.6	3	3	4	3	47.5	39.8	31.8	29.8	35.3
Franciscan Univ.Steubenville		IIB	4	4	4		37.7	30.1	25.4	-----	29.5	3	4	4		48.5	38.1	33.1	-----	37.9
Hebrew Union College	76	IIA	1*				70.2	-----	-----	-----	63.3	1*				86.5	-----	-----	-----	78.5
Heidelberg College		IIB	4	4	4	5	35.1	29.5	26.1	21.4	28.6	4	4	5	5	42.4	35.3	30.3	24.0	33.7
Hiram College		IIB	3	3	3	4	41.1	33.3	28.3	22.9	32.6	3	3	3	4	50.5	41.4	34.9	28.4	40.2
Jefferson Technical College		III		2	3	3	-----	37.2	30.7	25.7	32.3		2	2	3	-----	48.0	40.5	34.7	42.3
John Carroll University		IIA	3	3	3	2	49.2	40.6	33.6	27.9	39.5	3	2	2	3	61.1	52.2	43.4	34.6	50.1
Kent State Univ.-Kent Campus		I	3	3	4	4	60.0	45.0	35.7	24.6	46.6	3	3	3	4	73.8	56.5	45.8	33.0	58.4
Kent State Univ.-Ashtabula		III		1	1		-----	44.8	33.6	-----	36.9		1	1		-----	56.3	43.4	-----	47.2
Kent State Univ.-Liverpool		III			2			-----	33.0		34.1			2			-----	42.7		43.9
Kent State Univ.-Geauga		III						-----	-----		38.4						-----	-----		49.0
Kent State Univ.-Salem		III			3		-----	-----	30.9	-----	33.3			2		-----	-----	40.3	-----	43.0
Kent State Univ.-Stark		III		1*	1		-----	45.6	34.5	-----	38.8		1	1		-----	57.2	44.4	-----	49.4
Kent State Univ.-Trumbull		III		1	3		-----	45.0	30.9	-----	36.3		1	2		-----	56.5	40.3	-----	46.4
Kent State Univ.-Tuscarawas		III		1	1		-----	44.1	34.0	-----	36.7		1	1		-----	55.5	43.8	-----	47.0
Kenyon College		IIB	1	1	1	1	53.2	42.0	32.6	30.2	41.5	1	1	1	1	65.1	52.2	40.6	37.4	51.2
Kettering Coll.of Med. Arts		III	5	5	4	3	31.8	29.3	26.7	26.0	28.7	5	5	4	3	40.6	36.4	33.5	32.5	36.1
Lorain County Comm. College		III	2	1	2	1	47.5	42.2	32.8	29.3	37.6	2	2	2	2	57.4	51.3	40.5	36.8	46.1
Lourdes College	12	IIB			5	4		-----	24.3	21.8	23.1			4	4		-----	30.9	27.9	29.4
Malone College		IIB	4	4	4	3	36.0	31.2	26.8	24.5	29.9	4	3	4	3	45.2	40.0	33.6	30.1	37.7
Marietta College		IIB	3	3	3		41.2	34.8	28.1	-----	35.3	2	2	3		54.7	47.5	35.6	-----	46.6
Methodist Theol.Sch. Ohio		IIB	4				37.0	-----	-----		34.6	4				44.2	-----	-----		41.6
Miami University-Hamilton		III		1*	1	2	-----	45.4	35.4	27.3	38.5		1	1	3	-----	56.7	44.2	34.0	48.1
Miami University-Middletown		III	1	1*	1*	3	49.5	45.8	37.3	25.9	39.1	1	1	1	3	61.8	57.2	46.6	32.4	48.8
Miami University		I	3	3	3	3	59.7	44.9	36.8	28.9	45.7	3	3	3	3	74.6	56.0	45.9	36.1	57.1
Mount Union College		IIB	3	3	2	2	42.5	34.4	29.8	26.3	35.0	2	3	2	2	55.0	42.6	37.2	31.9	44.1
Mount Vernon Nazarene Coll.	7	IIB	5	4	4		33.0	29.3	25.9	-----	28.6	4	4	4		40.7	36.8	33.3	-----	36.0

(6)	(7)				(8)				(9)								(10)							
BEN.AS % OF SALARY	PERCENTAGE OF TENURED FACULTY				PERCENTAGE INCREASE IN SALARY(CONTINUING FAC)				NUMBER OF FULL-TIME FACULTY								AVERAGE SALARY BY RANK AND BY SEX							
									MEN				WOMEN				MEN				WOMEN			
	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
22.	ALL	94.			1.4	6.1	2.4		11	14	8	1	1	4	7		----	----	25.0	----	----	----	26.1	
13.	44.	19.	6.	6.					7	18	19	12	2	9	17	6	----	30.0	24.6	22.1	----	25.6	21.4	24.0
17.	ALL	73.	33.						3	6	1	2	3	5	8	2	----	----	----	----	----	----	----	----
24.	ALL	68.	6.		3.8	4.0	4.1	----	9	13	6	1	3	6	10	2	----	29.4	25.0	----	----	32.0	25.2	----
37.	92.				2.4	----	----		24	2	3			1			----	----	----			----		
20.	ALL	86.	2.		6.1	6.0	7.4	----	27	26	32		2	10	17	2	----	44.1	34.1		----	43.8	35.2	----
19.	99.	86.	4.		6.6	6.3	9.7	8.8	503	217	124	9	57	96	97	6	66.5	48.2	38.7	42.6	59.3	45.3	37.3	30.7
20.	96.	86.	10.		6.0	6.7	6.9		118	148	107		20	35	80		53.8	44.5	38.4		49.9	40.8	35.0	
20.	ALL	94.	17.		5.5	5.7	7.3	5.9	124	105	66	9	24	59	67	6	59.6	43.0	37.3	35.7	56.4	42.4	35.6	31.0
21.	ALL	89.	32.		6.4	6.7	6.9		73	73	73		9	23	37		51.2	41.8	35.4		48.2	40.7	33.1	
21.	98.	82.	1.		8.7	9.1	9.8	8.4	111	59	54	13	13	15	31	9	58.4	47.3	36.0	28.3	55.8	39.4	34.7	26.6
22.	97.	85.	30.		5.1	5.8	7.0		62	84	44		4	23	38		----	42.8	33.7		----	40.3	35.0	
22.									12	15	22	2	6	9	9	5	34.6	28.4	24.6	----	33.7	28.8	24.8	----
21.	98.	49.	11.		6.0	5.8	5.3	----	27	18	20	2	13	21	17	5	45.3	40.3	36.1	----	44.8	39.2	32.6	----
27.		ALL	63.			6.4	7.7	----		25	35	2		11	8	1		34.3	30.2	----		31.3	26.0	----
26.	93.	80.	36.	13.	2.8	3.4	4.1	3.6	13	13	14	7	1	2	8	8	----	----	28.2	26.1	----	----	26.6	24.5
22.					8.6	6.9	6.2	6.3	8	10	10	4		5	5	3	----	----	----	----		----	----	----
26.	ALL	88.	41.		6.7	5.7	8.6		8	6	13	1	1	2	4	1	----	----	----	----	----	----	----	----
24.	91.	91.	34.		10.0	8.3	8.7	8.3	31	27	36	11	1	8	25	17	----	36.2	31.7	26.2	----	33.5	29.7	26.4
19.	95.	86.	3.	7.					131	108	104	8	7	12	24	7	44.5	37.0	32.9	22.4	44.4	37.0	28.9	23.7
23.										1		4				6		----		----				----
25.	95.	78.	17.		6.3	7.4	8.5	9.5	114	81	93	4	10	38	51	22	44.1	37.8	33.3	----	41.3	33.8	29.5	----
27.				50.							1	20				8			----	29.9				28.9
26.	ALL	92.	76.						17	11	5	2	1	2	12	2	----	----	----	----	----	----	----	----
21.	98.	91.	35.		3.6	3.6	3.6	----	40	30	21	2	2	2	2		----	----	----	----	----	----	----	
31.	88.	20.	6.		4.0	4.0	4.0	----	21	6	8		5	4	8	1	----	----	26.0		----	----	26.2	----
26.	90.	52.	16.		6.0	6.0	6.0	6.0	34	39	25	4	7	17	19	7	39.1	33.2	29.4	----	38.0	33.6	27.7	----
28.	93.	76.	3.		8.6	8.8	10.5	----	60	29	16	2	11	9	17	2	46.0	38.2	31.7	----	43.6	37.3	30.7	----
25.	74.	56.	31.		8.0	8.0	8.0		15	8	8		4	1	8	1	----	----	24.8		----	----	25.1	----
26.	99.	97.	21.	6.	5.2	5.3	6.2	5.1	222	162	109	30	21	50	86	35	59.2	45.6	38.3	24.1	50.7	43.7	34.4	25.3
28.		ALL	ALL		----	5.0	----	5.1	5	12	3	8			3	6	----	----	----	30.2			----	25.8
26.	98.	75.	10.						32	16	19	4	15	12	21	7	49.0	36.8	30.6	----	40.2	30.9	28.0	----
25.	96.	80.		2.					190	113	78	20	11	25	36	34	65.3	46.0	41.2	30.6	61.6	47.1	35.0	30.9
28.					6.3	6.1	6.6	5.4	5	7	4	5	3	10	9	7	----	34.0	----	----	----	32.9	----	----
25.	99.	94.	1.		6.2	6.1	7.6	10.5	147	185	69	9	20	40	50	16	59.3	45.7	38.6	30.9	59.8	40.3	35.0	26.9
18.	91.	77.	11.		12.9	8.0	8.8	9.2	5	3	17	3	6	10	28	9	----	----	29.6	----	----	----	29.7	----
28.	ALL	83.			8.9	10.0	8.2		49	17	21	2	6	6	27	1	51.5	40.6	32.4	----	46.7	38.7	31.3	----
27.	98.	85.	32.						29	21	26	9	25	20	21	7	40.6	32.0	27.1	23.7	38.4	31.2	27.0	23.3
26.	ALL	95.	81.	34.	3.6	3.9	4.6	5.5	74	50	64	26	19	32	81	39	51.0	47.0	41.3	33.6	49.5	45.4	38.5	31.6
18.	85.	81.	20.		7.0	7.0	7.0	----	12	16	6	1	1	5	4	1	----	----	----	----	----	----	----	----
31.	ALL	84.			5.9	7.4	8.4	----	57	20	26	6	5	12	26	3	----	39.5	31.1	----	----	37.6	29.9	----
25.					6.1	6.4	6.3		7	10	5	2	2	5	6	1	----	----	----	----	----	----	----	----
23.	ALL	91.	33.		11.3	7.2	11.8	----	11	17	26	4	6	5	14	4	37.9	----	26.7	----	35.0	----	26.0	----
28.	93.	57.	18.		4.3	9.6	1.6	----	13	14	15	4	2	9	7	1	----	30.3	25.7	----	----	29.9	24.7	----
24.	ALL				4.5	----	----	----	28	3	1			1		2	----	----	----			----		----
18.	95.	93.	3.		5.9	7.8	6.3	----	16	11	18	6	3	3	12	3	----	----	26.2	----	----	----	26.0	----
24.	93.	78.	10.		8.0	8.0	8.0	8.0	23	10	11	5	4	8	10	4	----	34.7	29.8	----	----	31.6	26.5	----
31.					----	4.7	4.7	4.7	2	8	5	2		8	7	9	----	37.2	----	----		37.1	----	----
27.	98.	82.	14.	27.	7.7	8.5	8.6	10.8	50	36	55	3	7	8	26	8	49.8	40.3	35.0	----	44.7	41.6	30.7	----
25.	98.	92.	36.	13.	5.8	10.1	7.3	7.2	227	189	126	4	22	44	112	12	60.3	45.0	36.8	----	57.4	44.9	34.5	----
28.		ALL	71.		----	10.6	4.5	6.9	2	6	9	3		1	5	2	----	----	----	----		----	----	----
29.			50.			----	7.4			1	6			1	8			----	36.2			----	30.6	
27.						----	----			1	4			1				----	----			----		
29.			46.		----	----	6.5	----	1	2	6	2			7	1	----	----	31.4	----			30.6	----
27.		ALL	68.		----	9.5	6.3	----	2	15	19	1		2	12		----	----	34.4	----		----	34.7	
28.		ALL	48.		----	10.2	6.0	----	2	10	19	2		4	6		----	----	31.6	----		----	28.7	
28.		ALL	65.		----	10.6	5.9	----	1	4	15	1		3	5	2	----	----	----	----		----	----	----
24.	98.	88.	12.		6.1	8.7	8.7	7.6	37	24	21	9	5	8	20	4	----	43.0	32.3	----	----	38.9	32.9	----
26.					13.7	10.1	6.0	8.7	7	4	4	1	4	9	6	7	----	----	----	----	----	----	----	----
23.	ALL	ALL	83.	16.	----	6.4	9.7	7.7	6	30	8	8	3	10	16	11	----	42.5	33.1	27.4	----	41.3	32.6	30.6
27.						----	10.5	6.4		1	2	4		2	7	11		----	----	----		----	----	----
26.	82.	80.			8.0	7.0	7.0	8.1	16	10	9	2	1	5	9	5	----	----	26.8	----	----	----	26.8	----
32.	ALL	84.	5.		6.5	6.2	4.3	----	28	15	12	1	3	4	7	3	----	----	27.5	----	----	----	29.1	----
20.	ALL				4.2	----	----		8	4	1		2		3		----	----	----		----		----	
25.		ALL	35.		----	5.9	6.7	5.6	4	11	6	4		10	11	9	----	46.3	35.2	----		44.4	35.5	----
25.	ALL	ALL	57.		----	5.6	6.1	----	6	7	11			5	17	7	----	----	38.5			----	36.5	----
25.	ALL	92.	26.		5.6	5.7	7.0	5.0	222	191	116	52	19	57	78	32	59.9	45.6	38.3	29.2	58.0	42.5	34.4	28.6
26.	ALL	68.	24.		9.0	9.9	9.3	9.8	23	18	11	8	3	4	6	3	----	----	31.0	----	----	----	27.8	----
26.									15	12	12	3		3	7	1	----	----	25.8	----		----	26.0	----

APPENDIX I

O H I O (CONTD)

NAME OF INSTITUTION	NOTES	(1) INST CATEGORY	(2) RATING OF AVERAGE SALARY				(3) AVERAGE SALARY BY RANK (IN THOUSANDS)					(4) RATING OF AVERAGE COMP.				(5) AVERAGE COMP BY RANK (IN THOUSANDS)				
			PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	PR	AO	AI	IN	AR
Muskingum Area Tech. College		III		4	3	3	-----	32.6	29.4	25.7	30.2		4	3	3	-----	40.7	37.1	32.7	38.0
Muskingum College		IIB	3	2	3		41.9	35.1	28.3	-----	33.5	2	2	3		53.9	44.9	35.2	-----	42.4
North Central Technical Coll	1	III		5	4		-----	29.1	27.3	-----	28.2		4	4		-----	38.0	35.8	-----	36.9
Notre Dame College of Ohio	111	IIB		5	5		-----	27.3	23.3	-----	25.9		5	5		-----	30.5	26.5	-----	28.8
Oberlin College		IIB	1	1	1*		54.0	40.7	35.9	-----	45.5	1*	1	1*		73.3	53.3	45.5	-----	60.4
Ohio Dominican College		IIB	3	3	3		40.2	33.5	27.8	-----	32.4	3	3	4		48.0	40.2	33.4	-----	38.8
Ohio Northern University		IIB	2	2	2	1	44.9	36.2	30.9	28.4	37.9	2	2	2	1	55.9	45.3	37.6	34.7	47.0
Ohio State Univ.-Main campus		I	2	2	2	2	66.2	47.6	40.0	30.5	52.8	2	3	2	2	78.9	57.6	48.8	37.9	63.5
Ohio State Univ.-Agr. Tech.		IIB		2	1	1		37.4	32.3	29.2	34.1		2	2	1		45.7	40.0	36.5	42.0
Ohio State Univ.-Lima		IIB		1	1			42.8	34.2	-----	38.4		1	1			52.1	42.2	-----	47.0
Ohio State Univ.-Mansfield		IIB		2	1		-----	38.4	32.6	-----	34.9		2	1		-----	47.0	40.4	-----	43.0
Ohio State Univ.-Marion		IIB		1	1		-----	40.2	32.3	-----	38.6		1	2		-----	49.1	40.0	-----	47.2
Ohio State Univ.-Newark		IIB		1	1		-----	40.5	34.9	-----	38.3		1	1		-----	49.4	43.0	-----	47.0
Ohio University-Athens		I	3	3	4	2	58.9	45.2	36.7	30.8	47.4	3	3	3	2	71.2	55.6	45.8	39.1	58.1
Ohio University-Belmont		III			1*		-----	-----	37.9	-----	39.3			1		-----	-----	47.2	-----	48.8
Ohio University-Chillocothe		III		2	2		-----	39.0	33.2		36.8		2	2		-----	48.5	41.8		45.9
Ohio University-Lancaster		III		1	2		-----	41.3	31.8	-----	38.1		2	2		-----	51.1	40.2	-----	47.5
Ohio University-Zanesville		III		1	2	1	-----	41.9	33.0	29.2	37.2		1	2	2	-----	51.8	41.6	37.3	46.4
Ohio Wesleyan University		IIB	2	3	2		45.8	33.9	30.6		39.2	1	2	1		61.3	48.4	40.6		53.0
Otterbein College		IIB	3	2	3	2	40.6	35.1	28.4	26.3	32.5	3	2	3	3	51.6	44.3	34.8	30.6	40.4
University of Rio Grande		IIB	3	3	3	2	38.3	33.9	28.4	25.4	30.6	3	3	3	2	46.9	42.0	35.8	32.5	38.3
Shawnee State University		IIB	2	1	1	1	43.0	40.5	32.2	27.4	34.6	2	1	1	1	56.3	53.5	44.0	38.6	46.8
Sinclair Community College		III	3	4	4	3	40.6	33.0	28.4	25.9	34.7	3	4	4	4	50.4	41.0	35.3	32.1	43.1
Tiffin University		IIB		3	3		-----	34.7	28.6	-----	32.2		3	3		-----	39.9	35.5	-----	39.1
Trinity Lutheran Seminary		IIA	5				33.7	-----	-----		32.5	5				43.0	-----	-----		41.6
Univ. of Akron- Main Campus		I	4	3	3	2	57.4	43.3	37.4	32.2	45.8	3	3	3	1	70.8	54.3	47.6	41.8	57.3
Univ. of Akron-Wayne Coll.		III			2		-----	-----	31.5	-----	34.0			2		-----	-----	41.1	-----	44.2
Univ.of Cinti.-Main Campus		I	2	2	3	3	64.1	46.9	37.5	28.4	50.6	2	2	3	3	81.0	59.3	47.4	36.0	64.0
Univ.of Cinti.-Clermont Coll		III		1	3		-----	41.9	30.5	-----	36.7		1	3		-----	52.9	38.6	-----	46.3
Univ.of Cinti.-R.Walters C.		III	1	1	3	5	49.8	40.8	29.5	22.1	36.5	1	2	3	5	62.9	51.5	37.3	28.0	46.1
University of Dayton		IIA	2	2	3	5	51.8	42.8	34.2	22.8	41.9	2	2	3	5	66.1	53.2	42.3	27.9	52.5
University of Toledo		I	4	3	4	3	57.4	43.8	35.9	27.5	46.6	3	3	4	3	71.1	55.2	45.5	36.0	58.4
Ursuline College		IIB	5	5	5	4	32.4	27.5	23.2	22.0	25.5	5	5	5	4	38.8	33.8	28.6	26.9	31.1
Walsh College		IIB	4	4	5		36.4	29.9	24.8	-----	28.6	4	4	4		44.5	37.0	31.7	-----	35.6
Wilmington College	172	IIB	4	4	4		34.3	30.6	25.7	-----	28.4	4	4	4		41.4	36.6	31.2	-----	34.3
Wittenberg University		IIB	[illegible]	1	2	1	51.3	40.1	32.0	28.0	41.2	1	1	1	1	66.7	51.3	40.5	34.8	52.8
Wright State University-Main		IIA	1	2	1	4	59.0	44.6	37.5	25.4	44.4	1	2	1	3	72.6	55.8	47.3	33.4	55.5
Wright State U.-Lake Campus		III			2		-----	-----	32.8	-----	33.6			2		-----	-----	42.0	-----	43.1
Xavier University		IIA	3	3	2	5	49.0	40.2	35.4	23.7	39.7	3	3	3	5	60.6	49.8	42.7	29.2	48.7
Youngstown State University		IIA	1	2	2	2	56.5	44.4	34.9	28.5	46.5	2	2	2	2	69.2	55.5	44.7	37.4	57.8

O K L A H O M A

NAME OF INSTITUTION	NOTES	(1) INST CATEGORY	(2) RATING OF AVERAGE SALARY				(3) AVERAGE SALARY BY RANK (IN THOUSANDS)					(4) RATING OF AVERAGE COMP.				(5) AVERAGE COMP BY RANK (IN THOUSANDS)				
			PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	PR	AO	AI	IN	AR
Bartlesville Wesleyan Coll.		IIB									22.2									29.3
Cameron University	4	IIB	3	3	2	3	39.8	33.3	30.4	23.5	32.7	3	3	2	3	48.4	41.0	37.2	29.0	40.1
Central State University		IIA	4	2	2	1	46.0	41.1	36.9	31.1	39.3	4	3	2	2	55.8	50.1	45.2	38.0	47.9
East Central University	4	IIB	3	2	1	2	41.4	37.2	33.4	26.8	34.7	3	2	1	1	50.0	45.0	40.2	34.2	42.2
Oklahoma Baptist University		IIB	4	4	4		35.8	30.7	25.2	-----	29.0	4	4	4		45.1	39.5	32.4	-----	37.0
Okla. Christian U. of S&Arts		IIB	3	3	3	3	38.8	34.0	28.2	24.3	33.9	4	3	4	4	45.8	40.3	32.4	28.0	39.8
Panhandle State University		IIB	3	3	2	2	39.0	33.8	31.2	26.7	32.8	3	3	2	2	48.3	42.0	39.1	33.5	40.9
Oklahoma State Univ.-Main		I	5	5	4	3	51.9	40.0	34.9	27.5	42.3	4	4	4	3	64.0	50.3	44.2	35.4	52.8
Okla.St.Univ. Tech.Br.-Okla.		III	3	4	3	3	39.6	33.8	30.3	26.2	31.4	3	4	3	3	49.5	42.0	38.4	33.8	39.8
Phillips University		IIB	5	5	5		30.1	26.3	23.4	-----	26.7	5	5	5		36.1	31.9	28.2	-----	32.2
Southeastern Okla. St. Univ.		IIA	5	4	4	4	41.2	37.2	31.6	25.5	32.3	5	4	4	4	50.2	45.9	38.7	31.0	39.5
University of Oklahoma		I	4	4	5	5	53.3	40.8	33.2	22.5	42.3	4	4	5	5	65.7	50.4	41.0	27.9	52.2
Univ. of Sci.& Arts of Okla.	14	IIB	3	2	1	1	41.3	36.6	33.6	28.1	35.1	3	2	1	1	49.4	44.2	40.7	34.3	42.4
University of Tulsa		IIA	1	3	2	3	58.3	40.8	35.0	26.0	43.8	1	3	3	3	71.2	50.6	42.8	32.9	53.8

O R E G O N

NAME OF INSTITUTION	NOTES	(1) INST CATEGORY	(2) RATING OF AVERAGE SALARY				(3) AVERAGE SALARY BY RANK (IN THOUSANDS)					(4) RATING OF AVERAGE COMP.				(5) AVERAGE COMP BY RANK (IN THOUSANDS)				
			PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	PR	AO	AI	IN	AR
Central Oregon Comm. College		III	3	2	2	2	41.4	37.6	32.2	27.2	33.6	2	2	1	1	55.5	50.7	43.9	37.7	45.7
Eastern Oregon State College		IIB	3	3	3	4	40.5	34.0	28.3	21.8	32.8	2	2	2	3	53.1	45.1	37.7	28.6	43.3
George Fox College		IIB	5	4	5		32.5	29.6	23.9	-----	28.0	4	4	5		41.0	37.6	29.0	-----	35.0
Lewis & Clark College		IIA	3	4	5	3	48.7	36.9	28.6	27.6	37.8	3	4	5	4	58.5	44.6	33.0	31.8	45.1
Linfield College	87	IIB	3	4	4		38.8	30.3	26.1	-----	32.1	3	3	3		51.5	41.0	35.5	-----	43.1
Multnomah School of Bible		IIB	5				23.2	-----	-----	-----	21.7	5				28.0	-----	-----	-----	26.1
Oregon Institute of Tech.		IIB	3	2	2	2	42.4	36.3	31.5	26.9	35.3	2	2	1	1	55.4	47.6	41.6	35.2	46.3
Oregon State University		I	5	5	5	5	49.1	39.4	33.6	24.4	39.4	5	4	4	4	62.7	51.5	43.9	33.1	51.2
Pacific Northwest Coll. Art		IIB									23.5									29.4
Pacific University		IIB	3	3	3		41.3	34.4	28.7	-----	33.8	3	3	3		49.3	40.4	34.8	-----	40.3
Portland State University		I	5	5	5	5	45.3	35.5	31.3	23.7	38.4	5	5	5	4	58.5	46.8	40.7	31.9	50.0
Reed College		IIB	1	1	1		54.2	40.6	33.3	-----	43.0	1	1	1		69.9	52.2	42.2	-----	55.2
Southern Oregon State Coll.		IIA	5	5	5	3	39.6	32.9	27.4	25.9	32.8	4	5	5	3	52.2	43.9	36.6	34.9	43.6
Southwestern Oreg.Comm.Coll.		III	4	4	4		35.0	32.8	28.0		32.6	4	3	3		48.9	46.1	40.0		45.9
University of Oregon		I	5	5	5	4	49.2	37.8	31.7	25.1	38.6	5	4	5	3	63.5	49.9	41.6	34.0	50.5

(6)	(7)				(8)				(9)								(10)							
BEN.AS % OF SALARY	PERCENTAGE OF TENURED FACULTY				PERCENTAGE INCREASE IN SALARY(CONTINUING FAC)				NUMBER OF FULL-TIME FACULTY								AVERAGE SALARY BY RANK AND BY SEX							
									MEN				WOMEN				MEN				WOMEN			
	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
26.					····	7.3	7.2	7.4	2	10	9	4		4	3	5	····	····	····	····		····	····	····
27.	ALL	83.	25.		7.8	8.4	8.5	····	19	13	21	1	1	5	11	3	····	····	29.4	····	····	····	26.1	····
31.		74.	83.		····	8.6	7.9	····	4	7	16			16	13	1	····	31.2	28.4			28.2	25.9	····
11.					····	····	7.7	····	1	2	4		4	9	11	1	····	····	····		····	····	····	····
33.	96.	85.			6.7	4.5	8.7	····	86	50	27	1	13	24	21	1	54.5	40.8	36.2	····	50.2	40.5	35.6	····
20.	ALL	85.	16.						5	7	7	1	5	13	12		····	34.8	29.2	····	····	32.8	27.0	
24.	94.	63.	14.	9.	6.6	7.2	7.7	8.7	56	33	23	6	6	10	13	5	45.5	36.5	31.8	····	39.9	34.9	29.3	····
20.	ALL	98.	27.	18.	6.7	7.1	7.0	5.9	706	502	305	19	69	143	179	19	66.9	48.4	41.9	32.2	59.2	45.0	36.7	28.7
23.		ALL	57.	14.		5.9	6.3	····		16	12	5		2	2	2		····	····	····		····	····	····
22.		ALL	33.			6.4	7.2			17	12			2	3	2		····	····			····	····	····
23.		ALL	35.		····	6.6	6.2	····	1	10	17			4	6	1	····	····	33.0			····	31.4	····
22.		ALL			····	7.6	····	····	3	9	5	1	1	4	2	1	····	····	····	····	····	····	····	····
22.		ALL	53.		····	6.9	5.7	····	2	9	10	1	1	3	5	1	····	····	····	····	····	····	····	····
23.	99.	90.	26.	29.	5.7	6.5	7.3	8.3	224	167	130	4	20	55	70	3	59.4	46.0	37.3	····	53.3	43.1	35.6	····
24.			75.			····	5.8	····	1	3	10				2	1	····	····	····				····	····
25.		ALL	80.		····	5.1	6.7	····	1	9	8			2	2		····	····	····			····	····	
24.		ALL	89.		····	5.4	6.5	····		17	8	2	1	4	1			····	····	····	····	····	····	
25.		ALL	83.		····	6.3	5.2	6.5	2	9	3	2		3	3	6	····	····	····	····		····	····	····
35.	ALL	70.	8.						62	15	13		7	12	23		45.7	33.1	31.5		45.9	34.9	30.1	
24.	97.	73.	20.		7.8	7.9	8.8	7.7	24	14	23	5	9	8	33	10	41.1	35.8	28.6	····	39.4	33.7	28.3	····
25.	ALL	68.	41.	82.					8	16	26	6	2	6	15	5	····	34.1	27.1	····	····	33.3	30.5	····
35.	83.	58.	24.		9.9	9.9	9.9	9.9	6	24	20	12		14	14	14	····	40.1	31.8	27.4		41.1	32.9	27.4
24.	99.	76.	4.		8.6	9.9	11.2	12.0	90	26	25	3	65	19	23	9	41.3	33.4	28.8	····	39.5	32.5	28.1	····
22.					····	····	6.7	····	3	6	6				5	1	····	····	····				····	····
28.	ALL				3.0	····	····		12	2				2	1		····	····				····	····	
25.	98.	88.	18.		6.6	6.6	6.3	6.2	219	191	114	3	27	86	92	29	58.3	44.1	38.7	····	49.6	41.5	35.8	····
30.					····	····	15.6	····	3	1	3	3		3	5	1	····	····	····	····		····	····	····
26.	98.	87.	13.		5.7	6.7	7.2	8.7	368	264	187	6	46	122	102	8	65.0	48.0	38.7	28.3	56.6	44.6	35.3	28.4
26.		ALL	38.		····	5.2	5.6	····	1	5	4	1		6	4	1	····	····	····	····		····	····	····
26.	ALL	95.	47.		5.0	5.7	6.5	9.4	6	21	10	1	7	21	22	8	50.3	42.6	30.6	····	49.4	39.0	28.9	····
25.	96.	77.	25.		6.0	7.2	8.1	7.0	110	125	85	5	6	24	48	9	52.1	43.3	34.5	····	44.8	40.1	33.7	····
25.	98.	87.	20.	17.	4.2	5.0	4.7	3.3	241	137	114	13	25	35	54	17	58.0	44.4	36.9	28.8	50.8	41.4	33.9	26.6
22.	ALL	6.							1		3	2	8	16	14	14	····		····	····	····	····	····	····
25.	86.	81.			6.3	6.7	5.3	····	7	14	4			7	9	5	····	30.1	····			29.4	····	····
21.	83.	47.	12.						11	12	22	2	1	5	12		····	····	26.0	····	····	····	25.1	
28.	ALL	93.	21.		8.0	8.2	9.4	····	45	36	24	3	5	18	15	4	····	40.4	31.4	····	····	39.5	32.9	····
25.	97.	92.	14.		6.5	6.9	7.8	7.5	117	141	95	15	14	27	57	33	59.6	45.3	38.5	27.4	54.0	41.0	35.7	24.5
28.			53.		····	····	6.5	····	1	2	16				1	1	····	····	····				····	····
23.	99.	91.	16.		8.9	10.1	11.1	19.8	65	40	35	5	5	17	35	19	····	40.3	38.0	····	····	39.8	32.8	····
24.	99.	94.	46.		6.6	7.9	9.5	9.6	192	74	68	15	27	40	40	24	57.0	45.0	35.9	29.1	52.7	43.2	33.3	28.2
32.																								
22.	ALL	76.	34.		3.7	3.9	6.0	5.7	43	25	39	15	11	12	20	12	40.0	33.9	31.7	24.2	39.0	32.1	27.8	22.6
22.	ALL	95.	39.		4.8	2.3	1.5	3.2	74	38	79	29	29	18	56	28	46.0	41.0	36.7	31.2	46.0	41.2	37.2	31.0
22.	ALL	79.	48.		2.5	3.4	2.3	9.0	36	23	40	14	4	10	16	18	····	37.1	33.5	27.8	····	37.4	33.3	26.0
28.	95.	72.	22.		6.8	7.1	7.2	6.8	16	18	19	3	5	14	22	2	····	31.0	26.3	····	····	30.3	24.2	····
18.	77.	20.			7.1	5.5	9.4	8.0	29	23	4	3	1	2	9	5	····	····	····	····	····	····	····	····
25.	ALL	33.	7.		3.6	3.8	4.2	3.4	13	6	6	8	2	3	8	5	····	····	31.9	····	····	····	30.7	····
25.	ALL	95.	13.	54.	6.8	8.0	8.0	7.1	295	214	155	8	21	48	67	16	52.0	40.1	35.9	28.6	49.6	39.6	32.6	26.9
26.	ALL	92.	65.	7.	2.4	10.5	15.9	16.5	4	7	13	7	5	5	7	8	····	····	31.7	26.3	····	····	27.6	26.2
21.	89.	77.	6.		10.3	6.5	13.0	····	16	7	10		2	6	6	1	····	27.0	23.8		····	25.5	22.7	····
22.	ALL	90.	38.		5.9	7.9	6.4	7.4	26	7	33	26	6	3	22	17	41.3	····	31.5	26.4	40.5	····	31.8	24.1
24.	95.	82.	5.		5.9	6.7	5.3	2.3	260	193	166	8	13	38	69	5	53.5	41.1	34.4	····	48.4	38.9	30.3	····
21.	91.	93.	17.		5.3	5.8	6.8	····	9	11	9	5	2	4	9	4	····	····	34.4	····	····	····	32.8	····
23.	97.	76.	4.						71	73	46	4	5	22	22	8	····	41.2	34.9	····	····	39.5	35.1	····
36.	ALL	ALL	44.						15	12	14	11	3	2	11	14	····	····	32.5	27.4	····	····	31.7	27.1
32.	78.	45.			5.4	5.1	4.4	····	22	8	17	3	1	3	11	3	····	····	27.8	····	····	····	29.2	····
25.	46.	35.			11.4	10.5	9.6	····	13	18	14	2		2	5		····	····	····	····		····	····	
19.	97.	79.			12.7	12.8	16.3	5.8	67	26	22	4	10	13	27	4	48.8	38.0	28.2	····	47.5	34.6	29.0	····
34.	98.	89.	6.		11.1	9.2	9.5	····	36	21	15		6	17	19	1	39.0	30.2	26.6		37.6	30.4	25.8	····
20.									9	4	1	2		1		2	····	····	····	····		····		····
31.	97.	67.	15.		5.2	6.2	7.1	9.2	35	28	41	8	4	8	19	3	····	37.1	32.5	····	····	33.6	29.5	····
30.	ALL	91.	5.	13.	5.8	6.0	7.0	7.6	190	157	95	27	15	37	57	27	49.3	39.9	35.3	25.4	46.9	37.1	30.8	23.5
25.																								
19.	93.	66.	5.		4.2	4.2	4.2	····	23	21	19	1	4	11	18	1	····	32.7	29.8	····	····	37.7	27.4	····
30.	ALL	84.	2.		5.4	5.4	5.1	10.9	180	80	57	7	21	43	43	13	45.7	36.3	32.4	26.2	42.3	34.1	29.8	22.4
28.	98.	79.			8.9	10.4	11.9		38	20	29		6	4	14	1	55.0	····	33.2		48.8	····	33.5	····
33.	87.	67.	3.		4.8	6.5	6.8	4.1	57	33	30	7	6	16	28	1	39.7	33.6	27.7	····	39.5	31.5	27.1	····
41.	ALL	ALL	93.		5.0	5.0	5.0		25	4	7		4	4	8		····	····	30.0		····	····	26.2	
31.	99.	94.	1.	18.	6.8	8.5	7.5	7.9	208	135	104	35	25	56	75	36	49.6	38.4	32.6	27.0	45.8	36.3	30.3	23.3

APPENDIX I

NAME OF INSTITUTION	NOTES	(1) INST CATEGORY	(2) RATING OF AVERAGE SALARY				(3) AVERAGE SALARY BY RANK (IN THOUSANDS)					(4) RATING OF AVERAGE COMP.				(5) AVERAGE COMP BY RANK (IN THOUSANDS)				
			PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	PR	AO	AI	IN	AR
O R E G O N (CONTD)																				
University of Portland		IIA	4	3	4		45.3	38.2	32.3		36.1	4	4	4		55.7	47.1	39.4		44.3
Western Baptist College		IIB					-----	-----	-----	-----	24.4					-----	-----	-----	-----	32.0
Western Oregon State College		IIA	5	5	5		37.2	32.7	27.3	-----	31.8	5	5	5		48.5	43.2	35.7	-----	41.7
Western States Chiro. Coll.		IIA		5	5		-----	30.8	28.3	-----	29.5		5	5		-----	36.7	33.9	-----	35.2
Willamette University		IIB	1	2	1		52.5	38.4	34.7		44.5	1	2	1*		65.9	48.3	44.8		56.2
P E N N S Y L V A N I A																				
Academy of the New Church		IIB			1*		-----	-----	37.0	-----	36.2			1*		-----	-----	46.5	-----	47.9
Albright College		IIB	2	2	2	1	45.6	36.5	32.1	29.1	38.6	2	2	2	1	56.0	45.1	39.9	36.3	47.6
Allegheny College		IIB	1	1	1	2	53.1	39.7	32.3	25.7	39.7	1	1	2	2	67.7	50.7	39.7	32.2	50.0
Alltwn.Coll.St.Francis Sales		IIB		3	2	3	-----	34.7	31.0	25.3	32.9		3	3	3	-----	41.7	36.4	29.4	39.0
Alvernia College		IIB	5		5	4	30.4	-----	23.3	21.5	23.8	5		5	5	34.5	-----	26.2	24.5	26.9
American College		III	1		1*		51.4	-----	42.2		47.4	2		1*		60.2	-----	50.2		55.9
Beaver College		IIA	4	5	5	3	46.3	34.8	29.4	26.0	33.7	3	5	5	3	57.5	43.5	36.3	34.0	42.0
Bryn Mawr College		IIA	1	1	2	4	56.3	45.3	36.1	25.4	45.1	2	1	2	4	69.8	56.5	45.0	31.8	56.0
Bucknell University		IIA	1	2	1		60.2	44.0	37.9		47.8	1	2	1		74.9	55.3	47.7		59.9
Bucks County Community Coll.		III	2	2	4		45.8	40.0	27.6	-----	40.7	2	1	3		59.6	52.6	38.2	-----	53.5
Butler County Community Coll		III	3	2	3	3	42.1	36.8	29.5	26.1	33.1	3	2	3	3	53.8	47.4	38.7	34.7	43.1
Cabrini College		IIB	2		1		42.8	-----	32.8	-----	36.0	2		2		53.0	-----	39.8	-----	44.0
Carlow College		IIB	3	4	5		40.4	30.0	24.1	-----	29.1	3	4	5		51.3	37.1	30.3	-----	36.3
Carnegie-Mellon University		I	1*	1	1*		76.1	51.1	46.1	-----	61.4	1	2	1		90.8	59.9	52.8	-----	72.4
Cedar Crest College		IIB	3	3	4		39.9	33.6	27.2	-----	32.2	3	3	4		47.5	40.7	32.0	-----	38.3
Chatham College		IIB	2	2	2		45.7	37.5	30.0	-----	36.6	2	2	2		55.7	46.0	37.2	-----	44.8
Chestnut Hill College		IIB		5	5	5	-----	26.4	23.8	20.2	26.8		5	5	5	-----	32.4	29.4	25.3	32.9
Clarion University of Penn.	26	IIA	2	1	2	2	54.3	45.2	35.6	29.3	45.2	2	1	2	2	67.7	57.1	45.7	38.6	57.0
College Misericordia		IIB	4	4	4		36.8	31.9	27.1	-----	29.6	4	4	4		43.7	38.5	32.1	-----	35.4
Comm.Coll. of Allegheny Co.	51	III	3	3	2		42.4	34.8	31.8	-----	38.1	2	3	2		54.5	45.3	41.8	-----	49.4
Community Coll. of Beaver Co		III	4	3	3	4	36.8	34.9	30.0	25.2	31.5	4	3	2	3	48.1	45.9	40.1	34.4	41.9
Delaware Valley College	6	IIB	2	2	3	3	45.8	36.4	28.3	23.9	33.7	2	2	3	3	57.5	44.5	35.4	30.1	41.9
Dickinson College		IIB	1	1	1	1	56.1	42.1	33.0	28.5	41.4	1	1	1	1	71.8	54.9	41.7	35.4	53.3
Drexel University		I	3	3	2	2	62.9	45.6	40.0	30.4	48.0	3	3	3	3	77.7	56.4	47.9	37.3	58.9
Duquesne University		IIA	3	4	4	4	47.0	37.3	31.7	25.1	38.3	3	4	4	3	58.7	47.3	39.3	33.1	48.1
East Stroudsburg University	26	IIA	1	2	3	2	55.8	44.3	34.3	28.0	45.0	1	1	2	2	70.1	56.7	45.1	36.5	57.5
Eastern Baptist Theol. Sem.		IIA	5				38.2	-----			37.1	5				49.9	-----			48.3
Eastern College		IIB	3	2	2		39.1	35.7	31.7	-----	35.6	3	2	1		51.4	47.3	41.3	-----	46.9
Edinboro University of Penn.	26	IIA	2	1	3	3	54.8	44.7	33.9	26.1	42.5	2	1	2	3	67.8	56.4	43.8	34.7	53.8
Elizabethtown College	21	IIB	1	1	2		48.4	39.9	32.1	-----	39.6	1	1	1		60.4	49.9	40.6	-----	49.6
Franklin and Marshall Coll.		IIB	1*	1*	1	1*	60.0	44.0	33.9	30.9	44.4	1*	1*	1	1	79.0	57.0	42.8	37.3	57.3
Gannon University	68	IIA	5	5	4	4	41.3	34.8	30.2	24.3	33.7	4	4	4	4	55.8	45.0	38.9	30.4	44.1
Geneva College		IIB	4	4	4		35.7	30.7	26.2		31.3	4	4	4		45.2	39.6	33.5		39.9
Gettysburg College		IIB	1*	1	1	1	57.1	42.6	34.2	30.6	42.2	1*	1*	1	1	74.3	56.4	42.3	37.9	54.4
Harcum Junior College		III		5	5	5	-----	26.7	24.6	20.1	24.1		5	5	5	-----	31.5	29.3	23.7	28.6
Harrisburg Area Comm.College	74	III	2	3	3	3	46.5	35.8	30.7	26.5	37.8	2	3	2	2	59.4	46.6	40.5	34.8	48.8
Haverford College	75	IIB	1*	1*	1		59.6	45.9	34.8	-----	46.6	1*	1*	1*		79.7	63.9	47.2	-----	63.1
Holy Family College		IIB	3	3	3	2	38.7	32.8	28.1	25.6	30.3	4	3	3	2	46.5	40.0	35.1	31.6	37.3
Immaculata College		IIB	3	2			39.4	36.3	-----	-----	34.5	3	2			48.7	45.1	-----	-----	42.7
Indiana University of Penn.	80	IIA	2	2	4	5	52.0	41.2	32.2	23.0	41.6	2	2	3	4	66.0	53.4	42.7	31.8	53.8
Juniata College		IIB	3	3	3		42.5	33.8	28.7	-----	36.5	2	2	2		58.0	45.9	38.2	-----	49.6
Keystone Junior College		III	5	4	5	5	34.6	30.3	24.9	20.4	27.5	5	4	5	5	41.7	37.6	29.7	24.2	33.2
King's College		IIB	2	2	3		42.8	36.3	29.6		35.4	2	2	2		56.5	48.0	37.3		46.0
Lackawanna Junior College		III					-----	-----	-----	-----	19.8					-----	-----	-----	-----	25.8
Lafayette College		IIB	1*	1*	1*	1*	59.9	47.6	37.1	33.4	44.8	1*	1*	1*	1	75.6	61.2	46.1	41.0	56.6
Lancaster Bible College		IIB			5		-----	-----	19.4	-----	21.3			5		-----	-----	23.9	-----	26.0
Lancaster Theological Sem.		IIA	5				35.6		-----		33.6	5				44.8		-----		42.7
La Roche College		IIB	3	3	3		39.9	32.8	27.9		32.7	3	4	4		48.4	39.5	33.7		39.5
La Salle University		IIB	1	1*	1*	1*	52.8	43.9	36.5	31.1	41.1	1	1*	1*	1	66.3	56.5	45.9	37.7	52.1
Lebanon Valley College	26	IIB	3	3	2		40.6	33.0	31.0	-----	35.0	3	4	3		47.6	39.3	36.8	-----	41.4
Lehigh County Comm. College		III	2	2	1		45.3	38.4	33.9	-----	38.3	2	2	1		57.5	49.2	43.8	-----	49.1
Lehigh University		I	1	1	1		70.3	51.0	42.9	-----	59.5	1	1	1		88.9	64.6	52.8	-----	75.0
Lincoln University		IIB	2	3	3	2	42.7	32.8	29.1	26.8	32.5	3	4	4	2	50.6	39.1	34.0	31.9	38.4
Luth.Theol.Sem.at Gettysburg		IIA	5				29.8	-----	-----	-----	26.4	5				45.7	-----	-----	-----	41.0
Lutheran Theol. Sem.-Phila.		IIA	5				42.2	-----	-----	-----	38.4	3				58.8	-----	-----	-----	54.3
Lycoming College		IIB	2	2	2	2	43.1	37.7	31.0	25.4	34.1	2	2	2	2	57.3	47.4	37.9	31.2	42.9
Manor Junior College		III			5		-----	-----	17.7		20.3			5		-----	-----	20.4		23.2
Mansfield Univ. of Penn.		IIA	2	3	3	2	51.9	40.4	33.8	27.8	41.1	2	3	3	2	64.3	50.5	42.7	35.6	51.3
Marywood College		IIA	5	5	5		41.2	35.4	29.4	-----	33.0	4	5	5		52.2	43.8	37.4	-----	41.6
Mercyhurst College		IIB	4	4	3	3	37.7	32.3	27.9	23.7	30.1	3	3	4	4	47.0	42.7	33.8	27.8	37.7
Messiah College		IIB	3	2	2	1	41.5	35.5	31.3	27.6	34.1	3	3	2	2	50.9	43.6	38.5	33.1	41.8
Millersville Univ. of Penn.	100	IIA	2	2	2	3	54.4	44.0	35.2	26.7	43.6	2	2	2	2	68.2	56.2	45.9	35.5	55.7
Montgomery County Comm.Coll.		III	2	1	2	3	47.3	40.2	32.5	26.5	41.4	1	1	2	1	61.8	53.2	42.8	39.0	54.7
Moravian College		IIB	2	2	1		45.9	37.9	33.1	-----	39.7	2	2	1		57.7	47.4	40.5	-----	49.5
Mount Aloysius Junior Coll.		III			4	4	-----	-----	26.7	22.3	25.6			5	5	-----	-----	31.5	26.2	30.3
Muhlenberg College		IIB	1	1	1	2	52.9	41.1	32.9	25.8	40.0	1	1	1	3	72.2	53.3	40.6	30.8	52.0
Neumann College		IIB		5	4		-----	28.6	27.2	-----	27.7		5	4		-----	33.2	32.8	-----	32.9

(6)	(7)				(8)				(9)								(10)							
BEN.AS % OF SALARY	PERCENTAGE OF TENURED FACULTY				PERCENTAGE INCREASE IN SALARY(CONTINUING FAC)				NUMBER OF FULL-TIME FACULTY								AVERAGE SALARY BY RANK AND BY SEX							
									MEN				WOMEN				MEN				WOMEN			
	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
23.	90.	82.	15.		8.4	8.0	9.2		16	34	34		4	10	14		----	38.7	33.1		----	36.1	30.3	
31.					----	----	----	----	4	5	2	1	1			1	----	----	----	----	----			----
31.	ALL	70.	14.		5.2	6.4	6.1	7.2	47	30	26	2	13	7	24	3	37.4	33.4	28.0	----	36.2	29.9	26.5	----
20.		75.	50.		----	6.3	6.3	----	3	5	12	2	1	3	4	1	----	----	----	----	----	----	----	----
26.	95.	97.	3.		16.0	11.6	7.2		54	25	15		11	11	16		53.4	37.5	34.3		47.8	40.4	35.1	
32.			45.		----	----	5.4	----	5	3	7	5			4		----	----	----	----			----	
23.	ALL	82.	21.		5.8	7.6	7.1	----	27	15	10	2	11	7	14	5	46.3	36.9	32.5	----	44.0	35.5	31.7	----
26.	ALL	85.	2.		7.9	9.3	16.1	9.1	42	30	34	2		10	27	6	----	40.1	32.6	----		38.3	31.9	----
19.		63.			----	8.3	7.8	----	4	20	12	3	1	7	12	3	----	34.8	32.6	----	----	34.5	29.5	----
13.					3.1	----	10.6	8.7		1	8	2	6	4	24	9		----	24.0	----	----	----	23.1	----
18.									10		10			1			----		----			----		
25.	ALL	71.	19.		9.2	9.9	9.8	----	11	15	11	1	2	6	21	5	----	35.5	29.5	----	----	33.2	29.3	----
24.	ALL	92.			7.0	7.6	7.2	11.5	44	13	7	2	16	12	20	6	56.7	46.0	36.2	----	55.0	44.5	36.0	----
25.	98.	97.	4.		7.8	7.8	7.8		82	48	46		4	19	35		----	45.0	39.0		----	41.4	36.4	
31.	ALL	89.	30.						32	60	7		13	44	3	1	46.9	41.5	----		43.0	37.8	----	----
30.	ALL	87.	ALL	6.					10	9	7	9	2	6	7	7	----	39.3	30.9	27.8	----	33.1	28.1	24.0
22.	ALL		57.		10.6	14.5	7.0	----	8	2	9	1	8	1	14	2	44.3	----	34.1	----	41.3	----	32.0	----
25.	ALL	30.			5.0	5.0	5.8		4	6	4	1	4	14	14	2	----	30.7	----	----	----	29.8	----	----
18.	99.	40.			8.1	7.2	7.8	----	228	114	100		16	27	37	2	76.8	52.0	47.2		66.3	47.1	43.3	----
19.	ALL	92.	9.						12	6	8		3	7	15	1	----	34.1	27.9		----	33.2	26.8	----
22.	ALL	ALL	6.						10	4	7	4	3	8	9		----	----	30.9	----	----	----	29.3	
23.		86.	36.						3	3	7		2	4	7	6	----	----	22.9		----	----	24.7	----
26.	91.	74.	52.	56.	5.3	6.6	7.4	6.7	92	72	45	4	10	32	38	5	54.3	46.5	35.6	----	54.4	42.4	35.5	----
19.	75.	76.	37.		7.0	7.0	7.0	----	5	10	12	2	3	7	18		----	32.5	28.2	----	----	31.0	26.4	
29.	99.	79.	62.						95	75	27	2	76	45	18	1	44.4	37.2	34.7	----	40.0	30.8	27.5	----
33.	ALL	ALL	65.	29.					7	5	8	9	7	7	9	5	38.6	----	31.9	----	35.0	----	28.4	----
24.	ALL	ALL	89.	69.					12	22	16	6	1	3	2	7	----	----	----	28.2	----	----	----	20.2
29.	ALL	96.			6.9	7.1	8.4	6.8	31	36	28	5	3	12	16	6	----	42.5	33.2	----	----	41.0	32.5	----
23.	95.	88.	53.		7.7	5.9	5.6	8.4	138	94	78	21	12	27	32	8	63.8	47.0	41.7	31.8	52.7	40.8	35.8	26.8
26.	98.	81.	23.	8.	10.6	8.9	8.1	8.4	80	65	51	1	14	26	32	12	48.0	38.2	32.9	----	41.3	34.9	29.6	----
28.	ALL	75.	27.		5.8	5.8	5.8	----	74	57	37	4	21	23	37	6	56.1	44.9	35.1	----	54.7	42.8	33.6	----
30.	63.					----			8					2			----					----		
32.	88.	57.	11.						13	12	6		4	2	3	2	----	----	----		----	----	----	----
26.	99.	87.	33.	3.					119	62	78	11	14	17	69	22	55.0	44.9	34.3	26.3	53.2	43.9	33.4	26.0
25.	88.	95.	9.		8.2	6.2	9.2	----	30	32	22	1	2	7	13	2	----	40.3	32.5	----	----	38.3	31.5	----
29.	98.	87.	14.		8.3	9.3	10.5	8.8	41	33	24	9	1	14	19	5	----	44.5	34.0	----	----	42.8	33.7	----
31.	88.	86.	34.		7.1	7.1	10.1	8.3	36	38	33	7	6	11	34	7	41.4	35.9	33.6	26.3	40.8	31.1	26.8	22.3
28.	ALL	87.	27.		7.9	7.3	7.5		17	13	11		2	2	4		----	----	----		----	----	----	
29.	ALL	88.	4.	30.	10.7	8.7	14.0	----	30	41	24	6	3	11	25	4	----	43.3	35.0	----	----	39.8	33.4	----
19.		67.	8.		----	5.5	6.3	2.3	2	2	4	2	3	7	9	7	----	----	----	----	----	----	----	----
29	ALL	88.	53.		8.4	10.1	11.6	11.5	64	11	7	5	9	6	12	19	47.0	37.2	31.6	----	43.2	33.2	30.2	----
35.	97.	82.			6.2	6.9	9.2	----	30	16	15	1	2	12	11	3	----	45.6	35.1	----	----	46.3	34.3	----
23.	ALL	36.	15.		6.0	6.0	6.0	6.0	5	4	8	4	4	10	18	7	----	----	28.3	----	----	----	28.0	----
24.	88.	78.			5.5	5.5	----	----	3	5	1		5	4	2	4	----	----	----		----	----	----	----
29.	98.	71.	44.	11.					208	143	96	11	32	47	88	27	52.2	41.7	33.3	20.9	51.0	39.8	31.0	23.8
36.	84.	38.	18.		4.8	5.0	6.5	----	34	14	7	2	3	7	10	1	----	34.0	29.0	----	----	33.4	28.5	----
21.	90.	ALL	31.		7.0	7.3	7.6	----	10	4	4	3		8	12	6	----	----	----	----		----	----	----
30.	ALL	97.	19.		7.1	6.9	6.1		23	29	20		1	2	16		----	----	29.8		----	----	29.3	
30.									2	1	4	2		2	1	2	----	----	----	----		----	----	----
26.	94.	96.			7.4	9.4	13.4	----	30	43	47	8	1	11	18	2	----	48.3	37.6	----	----	44.8	35.8	----
22.									4	3	4	1	1		2		----	----	----	----	----		----	
27.	ALL								7		1				2		----		----				----	
21.					4.0	4.2	4.4		5	8	5		4	8	9		----	33.1	----		----	32.5	----	
27.	ALL	93.	37.		8.2	8.6	12.1	6.0	28	68	51	5	1	13	40	9	----	44.7	38.0	----	----	39.4	34.6	----
18.	ALL	89.	15.		12.0	9.1	7.3		20	17	11		3	2	9	1	----	----	31.9		----	----	29.8	----
28.	ALL	89.	58.						19	4	12	1	5	5	7	4	----	----	35.7	----	----	----	30.8	----
26.	98.	97.			10.3	11.0	12.0	----	207	83	54	2	12	12	35	2	71.3	51.7	44.0	----	53.1	46.4	41.2	----
18.	62.	82.	29.	9.	6.4	5.8	5.8	5.8	16	10	16	7	5	7	8	4	----	32.0	29.5	----	----	33.9	28.3	----
55.	ALL				4.5	----	----	----	7	3	3	1		2	1		----	----	----	----		----	----	
41.	ALL								6	3	2	1	1	1	2		----	----	----	----	----	----	----	
26.	ALL	ALL	38.	8.	10.5	8.0	8.2	5.4	13	22	23	2	1	1	11	10	----	----	31.5	----	----	----	29.9	----
15.									1	1			2	2	8		----	----			----	----	----	
25.	98.	86.	44.						51	43	28	6	3	14	26	6	----	41.0	34.8	28.8	----	38.5	32.7	26.8
26.	89.	73.	39.		11.6	9.7	9.2	----	13	20	24	2	6	21	33	3	41.7	35.9	30.2	----	40.0	34.9	28.8	----
25.	ALL	82.			6.6	7.9	11.6	9.7	9	18	21	7	5	10	9	7	----	33.3	28.2	25.3	----	30.6	27.2	22.0
23.	46.	6.			7.2	6.3	6.1	7.0	24	30	24	8	2	4	18	10	----	----	31.0	28.0	----	----	31.6	27.2
28.	98.	81.	44.	4.					91	78	53	11	16	30	42	12	54.5	44.3	34.9	26.0	53.5	43.2	35.5	27.2
32.	ALL	ALL	76.	25.	7.0	7.0	7.0	7.0	43	23	7	2	17	31	10	6	48.8	40.5	37.8	----	43.6	39.9	28.8	----
25.	97.	86.	35.		7.2	7.8	8.1	----	27	24	12	2	7	4	8	1	46.3	----	33.9	----	44.2	----	32.0	----
19.									1	2	4	1	1	3	14	10	----	----	----	----	----	----	----	----
30.	94.	73.	8.		5.6	6.4	5.9	----	31	22	27	3	4	4	13	4	----	----	33.3	----	----	----	32.1	----
19.					----	3.2	7.0	----	2	3	5	2	1	8	19	1	----	----	----	----	----	----	----	----

APPENDIX I

NAME OF INSTITUTION	NOTES	(1) INST CATEGORY	(2) RATING OF AVERAGE SALARY				(3) AVERAGE SALARY BY RANK (IN THOUSANDS)					(4) RATING OF AVERAGE COMP.				(5) AVERAGE COMP BY RANK (IN THOUSANDS)				
			PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	PR	AO	AI	IN	AR
P E N N S Y L V A N I A (CONTD)																				
Northampton Community Coll.		III	3	3	3	5	41.4	36.2	29.5	21.1	34.6	3	2	4	5	53.5	47.3	36.7	27.7	44.6
Northeastern Christ.Jr.Coll.		III					-----	-----	-----	-----	24.4					-----	-----	-----	-----	30.2
Peirce Junior College		III	5	5			34.9	28.7	-----	-----	31.1	4	5			44.1	35.9	-----	-----	39.2
Penn. College of Optometry		IIA		2	4		-----	41.0	30.3	-----	37.5		3	4		-----	51.1	38.2	-----	46.9
Penn.Coll.of Podiatric Med.		IIB	1	2	1		49.5	38.5	34.8	-----	39.9	1	2	1		59.8	47.4	43.2	-----	49.0
Pennsylvania College of Tech		III	2	1	1	1	43.1	40.2	36.3	31.8	36.0	2	1	1	1	56.4	52.7	47.2	41.7	47.0
Penn State Univ.-Main Campus	26	I	2	2	3	4	65.1	46.3	38.2	24.6	47.4	2	3	3	4	79.3	57.6	47.7	32.0	58.7
Penn State Univ.IIA CAMPUSES	114	IIA	2	1	1*	1*	55.3	46.6	40.4	33.8	41.9	2	1	1	1	68.5	58.4	50.6	43.1	52.6
Penn State Univ.III CAMPUSES	115	III	1	2	1	2	50.5	39.6	33.6	27.5	33.4	1	2	2	2	63.1	49.9	42.9	35.8	42.6
Phila. College of the Bible		IIB	5		5		22.7	-----	20.7	-----	21.8	5		5		27.5	-----	25.4	-----	26.3
Phila. Coll. of Pharm.&Sci.		IIB	1	1	1	1	52.6	38.6	33.8	27.6	37.2	1	1	1	1	68.0	51.2	44.6	36.7	48.9
Phila.Coll.of Textiles&Sci.		IIB	1	1	1		50.6	39.9	35.0	-----	39.5	1	1	1		66.0	53.8	44.2	-----	51.4
Pittsburgh Theol. Seminary		IIA	3				48.2	-----	-----		41.2	3				61.2	-----	-----		52.3
Point Park College		IIB	4	4	4		36.8	30.1	26.4	-----	32.0	4	4	4		45.8	38.0	33.4	-----	40.1
Reading Area Community Coll.	4	III	4			3	35.1	-----	-----	25.3	31.7	4			4	43.4	-----	-----	31.3	39.2
Robert Morris College		IIB	2	2	1	2	46.2	38.3	33.1	26.4	35.2	1	2	1	1	62.2	48.7	42.4	34.2	45.1
Rosemont College		IIB	3	2	3		41.7	36.6	27.7	-----	33.5	3	2	3		50.3	44.6	34.3	-----	40.9
Saint Francis College		IIB	3	3	4		40.6	34.2	27.5	-----	33.7	3	3	4		49.1	42.0	34.0	-----	41.2
St. Joseph's University		IIA	2	2	1		53.2	43.8	38.2	-----	43.4	2	2	2		67.2	55.7	46.9	-----	54.3
Saint Vincent College		IIB	3	3	3	3	41.6	34.4	28.3	24.7	32.2	2	3	3	3	53.9	43.6	35.3	29.8	40.7
Seton Hill College		IIB	3	4	4		42.1	30.5	25.9	-----	29.7	3	4	4		49.5	37.7	31.7	-----	36.2
Shippensburg University		IIA	2	2	2	3	54.2	43.2	35.3	27.7	47.1	2	2	2	2	68.0	55.1	45.8	36.3	59.7
Susquehanna University		IIB	1	2	1	1	48.1	37.1	34.2	27.4	39.2	1	2	1	2	61.5	45.7	41.6	31.7	48.8
Swarthmore College		IIB	1*	1*	1*	1	62.6	45.3	35.8	30.4	50.0	1*	1*	1*	1	78.8	57.5	45.4	38.4	63.1
Temple University	158	I	3	2	3	2	59.8	47.3	37.9	30.4	49.6	3	2	3	3	73.6	58.9	46.8	37.7	61.2
Thiel College		IIB	4	4	4		36.8	30.1	25.3	-----	32.6	3	4	4		47.8	37.8	32.0	-----	41.8
Thomas Jefferson University		IIB		1	1	1	-----	42.0	34.0	29.5	36.9		1	1	1	-----	54.7	43.3	38.5	47.4
University of the Arts		IIB	4	3	4		37.8	32.9	26.1		32.6	4	3	4		46.1	40.2	31.8		39.8
University of Pennsylvania		I	1*	1*	1*		77.4	55.2	46.4		65.4	1*	1*	1*		96.2	70.6	57.3		81.7
Univ. of Pittsburgh-Main		I	2	3	3	4	63.8	45.9	37.9	25.8	48.5	2	2	3	4	80.6	58.8	47.8	33.7	61.6
Univ. of Pittsburgh-Bradford		IIB	3	2	2	4	41.9	37.4	30.5	23.1	33.6	2	2	2	3	54.8	48.1	38.4	30.2	43.1
Univ. of Pittsburgh-Grnsburg		IIB	3	2	3	4	42.0	35.2	28.6	22.6	32.0	2	2	3	4	55.4	46.1	36.2	27.4	41.1
Univ. of Pittsburgh-Johnstwn		IIB	1	1	2	2	48.0	39.1	30.1	26.5	35.8	1	1	2	1	64.8	51.4	37.5	34.6	46.6
Univ. of Pittsburgh-Titsvlle		III		3	5	4		34.3	26.0	22.3	27.6		2	4	4		46.7	34.5	28.4	36.6
University of Scranton		IIA	3	3	2	1	47.2	39.7	36.6	31.9	39.3	2	2	1	1	63.7	52.3	47.4	42.2	51.7
Ursinus College		IIB	2	2	2		46.6	37.6	31.7	-----	37.9	2	2	2		57.7	47.1	39.7	-----	47.3
Valley Forge Christian Coll.		IIB		5	5		-----	25.8	23.8	-----	23.4		5	5		-----	30.4	27.9	-----	27.7
Valley Forge Mil. Jr. Coll.		III					-----	-----	-----		28.6					-----	-----	-----		37.9
Villanova University	4	IIA	1*	1	1	3	62.0	46.6	38.0	26.2	45.5	1*	1	1	2	77.4	59.7	49.8	36.7	58.5
Washington & Jefferson Coll.		IIB	1	1	1	1	47.6	41.8	33.2	28.0	40.3	1	1	1	1	60.3	52.6	41.7	35.5	50.8
Waynesburg College		IIB	4	4	4	3	35.3	31.6	25.4	25.1	29.2	4	3	4	2	46.2	40.7	33.5	32.9	38.2
Westminster College		IIB	2	3	3	2	43.7	34.9	29.2	26.3	36.7	2	3	3	3	53.5	43.2	35.4	29.4	44.7
Westminster Theol. Seminary		IIA	5				35.0	-----	-----		32.7	5				43.0	-----	-----		40.7
Westmoreland Co. Comm. Coll.		III	4	2	2	4	39.5	37.2	32.3	23.9	32.6	3	2	2	4	50.5	48.1	42.3	31.8	42.5
Widener University		IIA	1	1*	1	2	58.1	48.4	37.4	30.0	45.1	1	1*	1	2	74.5	61.7	47.9	38.2	57.7
Wilkes University		IIA	4	4	4		44.0	37.2	30.8		36.1	4	4	5		55.0	46.5	36.9		44.5
Wilson College		IIB		4	5		-----	29.1	25.1	-----	27.5		4	5		-----	35.6	28.4	-----	32.2
York College of Pennsylvania		IIB	1	1*	1		52.5	45.1	35.3	-----	39.5	1	1*	1		66.7	59.6	44.3	-----	50.4
R H O D E I S L A N D																				
Brown University		I	2	2	2		67.0	46.1	39.3	-----	56.1	2	3	2		83.7	57.2	48.5	-----	69.9
Bryant College		IIB	1	1*	1*		56.7	51.7	41.4		47.9	1*	1*	1*		73.0	66.0	52.4		61.0
Community College of R.I.		III	3	3	4		42.8	34.2	29.0	-----	37.6	2	3	3		54.5	44.5	38.1	-----	48.3
New England Inst. of Tech.		III			3	2		-----	30.4	27.9	30.3			3	2		-----	37.8	35.0	37.6
Providence College		IIA	2	2	2	2	52.1	43.5	34.8	29.6	40.0	1	1	1	1	71.2	61.0	47.3	39.8	54.9
Rhode Island College	4	IIA	3	2	2	2	48.9	41.1	34.8	28.7	41.7	3	2	2	3	61.7	52.6	44.5	35.1	53.0
Rhode Island School Design		IIB	1	2	2		49.6	38.3	31.1		39.4	1	1	1		65.4	49.7	40.4		51.4
Roger Williams College		IIB									41.1									52.6
Salve Regina College		IIA	4	4	4	3	45.5	38.1	30.5	26.3	36.2	4	4	5	3	56.2	46.9	37.4	34.3	44.8
University of Rhode Island	151	I	4	3	3		57.4	44.2	37.8	-----	49.0	3	3	2		73.0	57.3	48.7	-----	62.8
S O U T H C A R O L I N A																				
Baptist Coll.of Charleston		IIB	4	3	4		36.4	32.7	27.3	-----	29.7	4	4	4		43.3	39.2	32.8	-----	35.6
Benedict College		IIB	5	5	5	5	30.8	25.8	24.1	20.3	24.5	5	5	5	5	37.3	31.6	29.2	24.8	29.8
Central Wesleyan College	1	IIB	5	5	5		26.5	24.6	19.8		24.0	5	5	5		32.5	30.1	26.0		30.0
Citadel Military Coll.of SC		IIA	3	3	4	4	48.9	40.2	32.3	25.1	41.2	3	3	4	4	58.3	48.2	39.0	30.7	49.3
Claflin College		IIB	5	5	5	5	23.9	24.2	23.9	20.2	23.1	5	5	5	5	27.4	27.7	27.3	23.3	26.5
Clemson University		I	4	4	4	5	53.8	40.5	35.2	22.3	43.3	4	5	4	5	64.4	49.3	43.0	27.8	52.3
Coker College		IIB	4	4	4		35.8	30.5	27.6	-----	30.4	4	4	4		43.7	35.4	33.3	-----	36.6
Columbia Bible Coll. & Sem.		IIA									23.2									29.2
Columbia College		IIB	4	4	3	2	37.7	32.1	29.0	25.6	32.1	4	4	3	2	45.1	39.3	35.2	31.2	38.9
Converse College		IIB	3	3	3		39.9	34.9	29.0	-----	33.4	3	2	3		50.0	44.4	36.8	-----	42.4
Erskine College		IIB	4		4		35.4	-----	25.9	-----	30.7	4		4		42.4	-----	30.9	-----	36.8

(6) BEN.AS % OF SALARY	(7) PERCENTAGE OF TENURED FACULTY				(8) PERCENTAGE INCREASE IN SALARY(CONTINUING FAC)				(9) NUMBER OF FULL-TIME FACULTY								(10) AVERAGE SALARY BY RANK AND BY SEX							
									MEN				WOMEN				MEN				WOMEN			
	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
29.	ALL	84.	31.	25.	8.8	8.8	8.5	8.5	21	17	6	4	9	8	10	8	41.3	37.4	31.1	----	41.8	33.8	28.5	----
23.									2	1	2	1		1		3	----	----	----	----		----		----
26.					3.1	3.1	----	----	10	3	3		7	6	1	3	34.7	----	----		35.1	----	----	----
25.		96.							2	17	1			6	7	4	----	40.5	----			42.5	----	----
23.	ALL								7	8	9	2	1			2	----	----	----	----	----			----
31.	94.	95.	83.	49.	9.0	8.9	9.3	9.2	15	31	42	54	3	8	18	21	----	40.5	37.0	32.2	----	38.8	34.7	30.7
24.	96.	82.	10.		5.3	6.0	6.4	8.9	564	365	291	59	33	76	149	92	65.3	47.0	40.1	26.1	61.0	42.9	34.5	23.6
26.	89.	82.	20.		5.9	6.5	6.4	6.2	31	66	79	33	4	8	20	15	----	46.6	41.5	35.9	----	46.2	36.1	28.9
28.	97.	91.	52.		6.4	6.4	6.8	6.5	30	127	271	137	9	31	77	84	50.5	40.0	34.3	28.7	50.7	37.8	31.2	25.6
21.					8.7	----	9.5		9	4	6		1	1	4	1	----	----	----		----	----	----	----
32.	ALL	60.			8.2	8.1	8.1	7.4	17	13	33	8	3	7	24	7	----	39.8	34.6	29.7	----	36.2	32.7	25.2
30.	95.	96.	16.		5.4	10.2	6.2	----	18	20	23		1	6	20	2	----	40.2	35.6		----	38.8	34.3	----
27.	ALL				5.9	----	----		9	3	2			2	1		----	----	----			----	----	
25.	91.	94.	45.		7.1	6.2	8.8	----	24	10	11	1	8	6	9		37.5	33.1	27.6	----	34.9	25.3	24.8	
24.									8			2	12	5	1	5	37.0			----	33.8	----	----	----
28.									4	30	35	7	2	8	16	2	----	38.9	33.2	----	----	36.3	32.7	----
22.	ALL	ALL	69.		8.7	12.2	22.0	----	4	10	4	1	4	6	12	1	----	37.5	----	----	----	35.0	----	----
22.	ALL	88.	44.						15	12	11	3	5	4	5	1	----	----	----	----	----	----	----	----
25.	98.	94.	29.		11.3	11.2	13.0		37	44	52	3	4	4	20	1	----	----	39.2	----	----	----	35.6	----
26.	ALL	97.			6.5	8.3	10.6	7.4	6	28	10	5		2	5	3	----	----	----	----		----	----	----
22.	ALL	16.			10.0	10.0	11.4	----	2	9	11		6	10	17	1	----	31.3	25.9		----	29.7	25.9	----
27.	96.	59.	43.		6.4	8.1	8.0	----	141	50	36	1	17	26	24	5	54.4	44.1	35.9	----	51.9	41.5	34.5	----
24.	93.	93.	19.		5.0	4.9	6.1	----	27	25	14	1	3	3	13	5	----	----	35.0	----	----	----	33.3	----
26.	96.	94.	3.		9.0	9.5	8.5	----	63	23	20	5	8	13	20	3	63.0	45.8	36.2	----	59.3	44.5	35.3	----
24.	97.	91.	9.	11.	7.4	7.5	6.8	6.0	392	267	177	16	76	94	106	19	60.5	48.0	38.5	30.6	56.6	45.3	37.0	30.2
28.	ALL	67.	9.		4.8	4.1	8.9	----	28	9	5		4	9	6	1	----	29.9	----		----	30.3	----	----
28.					----	5.2	5.0	5.8	1	1	6		4	11	26	13	----	----	36.1		----	----	33.5	----
22.	ALL	78.	4.		4.0	3.7	2.9		25	24	16		5	12	9		----	33.7	26.3		----	31.4	25.7	
25.	ALL	94.	0.		6.2	7.3	8.0		489	183	159		60	52	62		77.9	56.1	47.7		73.3	51.7	42.9	
27.	95.	85.			4.6	4.5	6.0	2.7	387	297	201	16	54	105	146	42	64.8	46.7	39.0	27.8	56.7	43.6	36.3	25.1
28.	ALL	94.			5.0	4.5	5.5	8.3	6	16	9	2	2	2	11	5	----	----	30.1	----	----	----	30.9	----
29.	ALL	84.			4.1	4.3	4.4	5.0	7	14	11	3	3	5	9	7	----	----	28.3	----	----	----	29.1	----
30.	ALL	98.			4.5	4.6	5.5	4.6	13	48	28	10	2	10	1[illegible]	8	----	39.5	30.5	29.7	----	37.2	28.8	22.4
33.		ALL				5.1	5.2	4.2		7	4	3		1	3	5		----	----	----		----	----	----
32.	96.	84.	28.		7.5	8.7	7.6	7.7	47	65	63	6	2	10	30	7	----	39.8	37.9	34.0	----	39.5	34.0	30.0
25.	ALL	92.	7.		7.0	7.1	8.0	----	21	14	17	1	4	12	12	1	----	37.9	31.5	----	----	37.2	31.9	----
18.		50.							1	3	7	4		3	2		----	----	----	----		----	----	
33.									3	3	3				2		----	----	----				----	
29.	98.	84.	39.		7.1	5.7	6.8	6.8	118	116	161	5	13	24	81	21	62.6	46.6	38.7	----	55.7	46.7	36.6	----
26.	96.	77.	6.						26	23	12	4		7	6	5	----	42.3	34.7	----		40.2	30.2	----
31.	89.	50.	13.		9.5	9.8	9.7	6.9	15	6	11	3	4	2	12	7	----	----	24.4	----	----	----	26.4	----
22.	ALL	ALL	20.						39	14	13	5	6	6	7	7	44.3	35.1	29.3	----	39.7	34.7	29.0	----
24.	90.				8.7	----	----		10	4	1						----	----	----					
30.					8.3	8.5	8.5	8.5	10	8	15	6	3	8	9	10	----	37.9	32.8	23.1	----	36.6	31.7	24.4
28.	81.	61.	6.		7.5	9.0	9.7	8.4	46	74	45	7	8	32	43	8	59.0	48.5	39.0	30.3	53.3	48.3	35.8	29.7
23.	86.	74.	5.						35	36	36		1	14	28		----	38.1	32.1		----	34.8	29.2	
17.		67.			----	5.4	11.7	----	4	7	7	1		5	7	2	----	----	25.9	----		----	24.3	----
28.	85.	77.	39.		7.5	8.0	8.9	----	12	19	36	3	1	7	26	2	----	46.2	35.5	----	----	41.9	35.2	----
25.	ALL	99.			5.0	7.7	7.9	----	257	68	58		24	34	36	3	67.8	47.5	40.7		58.2	43.2	37.0	----
28.	97.	64.	14.		6.3	6.4	10.2		26	46	16		9	7	12		57.3	51.9	42.6		55.0	50.9	39.9	
29.	ALL	80.	25.		5.4	6.8	6.4	6.8	103	24	18	3	61	27	57	1	43.5	34.1	30.2	----	41.8	34.3	28.7	----
24.										2	42	8		2	6	4		----	30.7	----		----	28.3	----
37.	98.	90.	43.	36.	5.0	5.0	5.0	5.0	33	45	57	14	9	13	25	14	53.2	45.0	35.9	30.5	48.1	38.7	32.3	28.6
27.	99.	96.	25.		5.8	5.6	6.0	4.8	97	59	53		21	40	50	7	49.6	42.8	36.5		45.3	38.6	33.1	----
31.	8.								23	29	14		3	15	12		----	39.3	31.4		----	36.4	30.7	
28.																								
24.	92.	ALL	ALL	91.					15	14	18	5	10	24	16	6	45.3	39.2	30.7	----	45.9	37.5	30.2	----
28.	99.	95.	17.		4.6	5.8	5.8	5.7	275	145	70	2	35	53	73	3	57.9	44.7	39.8	----	53.3	42.9	36.0	----
20.	43.	25.	3.						12	10	19	1	2	2	13	4	----	----	26.6	----	----	----	28.3	----
22.	83.	50.	36.						12	8	15	11	6	2	13	16	30.6	----	24.6	21.5	31.3	----	23.5	19.4
25.	67.	22.	10.		6.4	5.0	5.9	----	14	7	4		1	2	6		----	----	----		----	----	----	
20.	ALL	87.	3.		5.4	7.4	5.8	----	57	56	21	4	1	5	10	3	----	----	33.5	----	----	----	29.8	----
15.	50.	25.							7	4	17	11	3	4	10	3	----	----	24.9	----	----	----	22.1	----
21.	96.	76.	12.	3.	6.2	6.2	6.2	6.2	298	181	105	19	23	37	73	20	54.5	41.3	37.7	23.5	45.5	36.7	31.6	21.1
20.	ALL	71.	9.		5.8	9.3	8.4	----	13	1	14	2	2	6	8		----	----	26.8	----	----	----	28.8	
26.																								
21.	88.	85.	21.		3.7	2.9	3.0	4.6	16	9	5	2	8	11	14	7	38.7	32.4	----	----	35.7	31.8	----	----
27.	93.	85.	21.		7.3	4.7	5.7	----	11	22	11	3	3	11	13	1	----	35.8	29.0	----	----	33.1	29.1	----
20.	90.								16	1	9	2	4	4	4		----	----	----	----	----	----	----	

APPENDIX I	NOTES	(1)	(2)				(3)					(4)				(5)				
		INST CATEGORY	RATING OF AVERAGE SALARY				AVERAGE SALARY BY RANK (IN THOUSANDS)					RATING OF AVERAGE COMP.				AVERAGE COMP BY RANK (IN THOUSANDS)				
NAME OF INSTITUTION			PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	PR	AO	AI	IN	AR
SOUTH CAROLINA																				
Francis Marion College		IIB	2	2	2	4	45.3	36.5	29.8	23.2	35.7	2	2	3	3	54.8	44.5	36.6	28.7	43.6
Furman University		IIB	1	2	2	2	49.6	37.1	30.4	26.1	39.9	1	2	2	2	63.2	47.3	36.9	31.2	50.2
Lander College		IIB	2	2	1	2	44.5	38.2	32.3	26.3	36.8	2	2	2	2	53.9	46.5	39.7	32.6	44.9
Limestone College		IIB	5	5	5		24.8	24.8	22.1	-----	23.4	5	5	5		28.7	28.8	25.8	-----	27.3
Lutheran Theol.Sthn.Seminary		IIB	5				24.7	-----	-----		22.9	5				39.5	-----	-----		36.9
Morris College		IIB	5	5	5		31.2	25.6	22.1	-----	23.8	5	5	5		34.7	28.5	24.7	-----	26.6
Newberry College		IIB	5	5	5		32.8	27.2	23.1	-----	27.3	5	5	5		38.9	32.5	27.9	-----	32.7
North Greenville College		III			5	5	-----	-----	20.2	17.5	21.9			5	5	-----	-----	25.2	22.6	26.9
Presbyterian College		IIB	3	3	3	3	42.4	32.4	29.1	24.1	34.7	2	4	3	3	52.8	39.4	34.8	28.5	42.4
South Carolina State College		IIB	2	2	2	3	43.6	36.9	30.9	25.2	34.3	3	2	2	2	52.3	44.9	38.0	31.4	41.9
Univ. South Carolina-Main		I	4	4	4	4	57.6	42.4	36.5	25.2	45.5	4	4	4	4	68.5	51.3	44.4	31.1	54.7
Univ. South Carolina-Aiken		IIB	2	2	2	3	44.7	36.8	31.0	24.1	35.2	2	2	2	3	54.0	44.8	38.0	29.9	42.8
Univ. South Carolina-Beaufrt		III		4			-----	32.9	-----	-----	33.5		4			-----	40.2	-----	-----	40.9
Univ. South Carolina-Coastal		IIB	2	2	2	3	43.7	36.4	32.1	23.5	34.2	2	2	2	3	52.8	44.3	39.2	29.2	41.7
Univ. South Carolina-Lncster		III		3	3		-----	34.1	29.9	-----	32.6		4	4		-----	41.6	36.6	-----	39.8
Univ. South Carolina-Slktche		III				4	-----	-----	-----	23.1	29.4				4	-----	-----	-----	28.6	36.1
Univ. South Caroline-Sprtbrg		IIB	3	2	3	2	42.3	36.3	29.2	26.7	34.9	3	2	3	2	51.3	44.2	35.8	32.9	42.5
Univ. South Carolina-Sumter		III	3	3	3		41.6	34.2	30.9	-----	34.5	3	4	3		49.8	41.7	37.8	-----	41.9
Univ. South Carolina-Union		III					-----	-----	-----	-----	30.6					-----	-----	-----	-----	37.5
Voorhees College		IIB	4		4	5	35.8	-----	25.2	19.1	22.6	4		5	5	42.2	-----	30.0	23.1	27.0
Winthrop College		IIA	3	3	4	4	47.0	38.5	31.4	24.9	37.2	4	4	4	4	56.7	46.7	38.3	30.7	45.2
Wofford College		IIB	2	2	2		45.7	36.3	30.8	-----	38.0	2	2	2		57.3	45.3	38.1	-----	47.3
SOUTH DAKOTA																				
Augustana College		IIB	4	3	4	3	37.9	33.2	27.4	24.8	31.7	3	3	3	2	47.9	42.5	36.0	33.0	40.9
Black Hills State University		IIB	4	4	3	4	37.9	31.8	28.6	22.9	31.6	4	4	4	2	43.9	37.1	33.5	31.7	37.2
Dakota State University		IIB	3	3	2	3	41.5	33.4	31.5	24.1	32.7	3	4	3	4	47.9	38.8	36.6	28.3	37.9
Dakota Wesleyan University		IIB		5	5	3	-----	28.1	23.8	23.7	24.8		5	5	4	-----	33.1	29.3	28.3	30.0
Huron University		IIB				5	-----	-----	-----	16.7	19.5				5	-----	-----	-----	19.5	22.5
Mount Marty College		IIB	5	5	5	5	29.2	25.1	20.9	20.4	23.5	5	5	5	5	32.0	28.4	23.2	23.0	26.2
North American Baptist Sem.		IIA					-----	-----	-----	-----	25.2					-----	-----	-----	-----	33.8
Northern State University		IIA	5	5	5	5	40.2	32.3	27.0	22.0	31.1	5	5	5	5	46.6	37.6	31.6	25.9	36.3
Sioux Falls College		IIB	5	5	5	4	30.0	25.8	25.1	22.0	25.5	5	5	4	4	38.6	33.2	30.8	26.9	32.1
South Dakota Sch.Min.& Tech.		IIA	4	4	3	4	43.3	36.1	33.6	25.2	38.7	5	5	4	5	50.0	41.9	39.0	29.6	44.8
South Dakota State Univ.		IIA	5	5	5	4	38.7	33.4	29.8	24.5	33.1	5	5	5	5	44.8	38.8	34.7	28.7	38.5
University of South Dakota		I	5	5	5	5	44.3	33.9	30.2	21.0	33.8	5	5	5	5	51.1	39.4	35.2	24.8	39.3
TENNESSEE																				
Austin Peay State University	1	IIA	4	5	5	5	43.8	33.4	28.5	22.3	35.4	4	5	5	5	52.5	40.7	34.9	27.2	42.9
Belmont College		IIB	2	3	3	3	42.8	32.9	28.3	25.3	33.8	3	4	3	3	51.0	39.6	34.3	30.9	40.6
Bethel College		IIB	5	5	5		26.2	22.4	24.5	-----	24.1	5	5	5		31.9	29.9	28.7	-----	29.7
Carson-Newman College	6	IIB	4	4	4	5	35.7	29.5	26.7	17.4	29.1	4	4	4	5	43.9	35.7	32.1	22.0	35.5
Chattanooga St.Tech.Comm.Col		III	3	2	2	3	40.8	37.1	31.6	25.9	30.4	4	4	4	4	46.4	42.3	36.0	29.5	34.6
Cleveland State Comm. Coll.		III	4	3	3	4	38.8	34.2	30.0	25.2	32.0	4	4	4	4	46.2	41.0	36.1	30.6	38.4
Columbia State Comm. College		III		2	2	4	-----	38.9	31.5	24.5	30.0		3	4	4	-----	45.2	36.3	28.4	34.9
David Lipscomb University		IIB	3	3	3	3	42.5	34.8	29.3	24.6	33.7	3	2	2	3	52.2	44.4	37.0	30.4	42.1
Dyersburg State Comm. Coll.		III	5	4	4	4	34.2	30.4	26.6	22.4	27.9	5	4	5	5	41.7	37.3	32.2	27.6	34.0
East Tennessee State Univ.		IIA	3	2	3	3	48.5	42.0	33.9	26.9	38.9	3	3	3	3	59.2	51.3	41.4	33.0	47.6
Free Will Baptist Bible Coll		IIB									22.5									27.5
Freed-Hardeman University		IIB	4	4	4	5	35.3	30.1	26.7	20.5	28.9	4	4	4	5	41.6	35.8	32.2	24.5	34.4
Jackson State Comm. College		III	4	4	4	4	36.9	33.3	27.2	23.3	30.7	4	4	5	5	43.7	39.6	32.7	28.2	36.7
Lambuth College		IIB	5	5	5		28.7	24.8	23.8	-----	26.2	5	5	4		37.7	34.6	31.0	-----	34.8
Lane College		IIB		5	5	5	-----	24.3	20.2	18.7	21.9		5	5	5	-----	27.5	22.7	20.5	24.6
Maryville College		IIB	4	4	4	4	36.3	30.4	25.5	22.2	28.8	4	4	5	4	43.7	36.6	30.1	26.2	34.3
Memphis State University	1	I	4	4	4	5	53.0	42.4	35.5	22.1	41.1	4	4	4	5	64.8	51.7	43.5	27.2	50.3
Middle Tenn. State Univ.		IIA	2	3	4	5	50.9	40.0	31.2	22.7	38.6	3	3	4	5	61.1	48.3	38.2	28.3	46.7
Milligan College		IIB	4	5	4		34.3	28.7	26.0		30.1	5	5	4		40.4	34.4	31.0		35.8
Motlow State Community Coll.		III		3	3	3	-----	35.5	31.0	26.9	31.4		3	3	3	-----	42.8	37.7	32.8	38.1
Nashville State Tech. Inst.		III	3	4	2	4	40.3	33.7	33.3	23.6	31.8	4	4	2	4	48.4	40.7	40.3	28.8	38.5
Northeast St.Tech.Comm.Coll.	109	III		4	3	4		32.6	29.9	24.0	27.2		4	4	4		38.8	36.4	29.3	33.0
Pellissippi St.Tech.Comm.Col		III		4	4	4	-----	33.1	28.7	24.3	28.9		4	4	4	-----	40.2	35.1	29.8	35.2
Rhodes College		IIB	1	1	2		49.5	39.8	31.2	-----	37.7	1	1	2		62.9	50.8	37.9	-----	47.1
Roane State Community Coll.		III	3	4	5	4	39.9	32.5	26.0	22.7	29.2	4	4	5	5	47.7	39.1	31.6	27.8	35.3
Shelby State Comm. College		III	4	5	5	4	36.8	29.4	25.2	22.3	29.2	4	5	5	5	44.0	35.4	30.7	27.3	35.2
Southern College of SDA	129	IIB	5	5	5		24.7	23.5	22.3	-----	23.5	5	5	5		30.7	29.5	27.6	-----	29.2
State Tech. Inst. at Memphis		III	3	4	4	4	41.0	33.5	28.7	23.8	30.9	4	4	4	4	48.7	40.1	34.5	28.9	37.1
Tennessee State University	136	IIA	4	4	4	4	44.8	37.0	30.9	24.5	35.6	4	4	5	5	53.3	44.3	37.2	29.7	42.6
Tennessee Technological Univ	1	IIA	2	3	3	5	50.6	40.2	34.2	23.4	40.5	3	3	3	4	60.7	49.2	42.4	29.8	49.4
Tennessee Wesleyan College		IIB	5	5			22.5	23.1	-----	-----	21.5	5	5			27.8	27.1	-----	-----	26.1
Tusculum College		IIB	5		5		28.2	-----	23.8		25.7	5		5		33.4	-----	28.4		30.4
University of the South		IIB	1	2	2		49.0	35.1	30.4	-----	41.4	1	2	2		64.1	46.1	39.4	-----	54.1
Univ.of Tennessee-Knoxville		I	4	4	4	4	55.4	40.7	35.5	24.5	46.1	4	5	4	5	69.3	48.1	43.3	30.3	56.5
Univ. of Tenn.at Chattanooga		IIA	4	3	3	4	45.6	39.6	34.1	25.0	40.0	3	3	3	4	57.7	48.8	41.1	30.8	49.7

(6)	(7)				(8)				(9)								(10)							
BEN.AS % OF SALARY	PERCENTAGE OF TENURED FACULTY				PERCENTAGE INCREASE IN SALARY(CONTINUING FAC)				NUMBER OF FULL-TIME FACULTY								AVERAGE SALARY BY RANK AND BY SEX							
									MEN				WOMEN				MEN				WOMEN			
	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
22.	91.	61.	29.	7.	7.2	8.1	7.3	5.6	51	28	24	13	7	5	14	15	45.8	----	29.7	22.7	41.6	----	29.9	23.5
26.	99.	92.	27.		4.4	5.3	5.9	5.0	70	33	27	9	6	16	21	2	50.0	38.0	30.6	----	45.3	35.2	30.1	----
22.	97.	78.	12.		6.3	6.4	6.2	7.2	32	17	17	1	6	15	24	7	44.3	38.3	33.8	----	45.3	38.0	31.2	----
16.	75.	14.			2.6	3.2	2.7	----	6	6	6	1	2	1	4		----	----	----	----	----	----	----	
61.	ALL								7	3	2			1	1		----	----	----			----	----	
12.	57.	13.							2	6	14	4	5	2	11		----	----	22.7	----	----	----	21.3	
20.	91.	45.	13.		9.5	8.2	8.1	9.5	9	15	7	2	2	5	1	2	----	----	----	----	----	----	----	----
22.			29.	17.	----	----	6.0	5.7	3	1	4	2	2	4	3	4	----	----	----	----	----	----	----	----
22.	ALL	64.	17.						25	12	13	4	3	2	5	4	----	----	----	----	----	----	----	----
22.	91.	50.	22.						42	42	46	13	13	20	33	31	43.4	36.7	31.7	25.7	44.1	37.2	29.9	25.0
20.	96.	87.	13.		5.2	5.3	5.8	6.9	359	269	143	24	31	80	86	42	58.2	43.1	38.0	28.4	50.4	40.2	34.0	23.4
22.	ALL	75.	8.		4.0	2.5	5.5	10.4	15	24	19	2	5	8	19	6	----	36.8	30.4	----	----	37.1	31.6	----
22.		ALL			----	6.0	----	----	5	6	3	1		2	2	1	----	----	----	----		----	----	----
22.	88.	85.	33.		5.2	5.4	6.1	7.3	25	30	24	10		11	24	11	----	36.4	32.5	24.8		36.3	31.6	22.4
22.		ALL			----	4.8	4.3	----	2	10	2	2	1	3	5	1	----	----	----	----	----	----	----	----
23.					----	----	----	----	4	3	3	3	1		2	3	----	----	----	----	----		----	----
22.	93.	82.	5.		4.8	6.5	7.5	5.7	34	21	7	6	11	18	15	13	43.1	36.6	29.2	30.0	40.0	36.0	29.2	25.2
22.	ALL	86.	17.		4.6	5.5	----	----	8	14	5	1		8	1	3	----	34.0	----	----		34.6	----	----
22.					----	----	----	----	3	3	1	3		1		2	----	----	----	----		----		----
20.	67.								5	2	11	19	1	2	4	15	----	----	----	18.7	----	----	----	19.7
21.	91.	73.	15.						61	54	43	3	13	23	44	23	47.3	38.8	31.6	----	45.6	37.7	31.1	----
25.	ALL	85.			7.6	6.8	7.7	----	19	23	7	4	2	3	2	1	----	----	----	----	----	----	----	----
29.	97.	94.	13.						33	11	25	6	4	6	21	2	----	33.2	28.4	----	----	33.2	26.3	----
18.	96.	75.	29.		7.2	6.3	5.2	6.6	21	11	24	2	4	1	10	5	----	----	28.5	----	----	----	28.9	----
16.	85.	70.	35.		5.7	5.9	5.8	5.2	12	7	9	9	1	3	8	3	----	----	34.4	----	----	----	28.2	----
21.		ALL	91.		----	5.0	5.0	5.0	5	6	7	3		1	4	4	----	----	----	----		----	----	----
16.									2	4		2	1		1	8	----	----		----	----		----	----
12.	88.	58.	12.		4.0	4.5	4.2	4.9	5	6	5	2	3	6	12	5	----	25.2	----	----	----	25.0	----	----
35.									5	2	2	1				1	----	----	----	----				----
17.	96.	62.	30.		6.8	6.0	6.4	4.9	27	23	30	5	1	3	10	8	----	----	27.0	----	----	----	27.0	----
26.	ALL	80.	15.		2.0	1.9	3.2	----	6	9	9	6	1	1	4	2	----	----	----	----	----	----	----	----
16.	98.	29.			7.0	8.3	7.0	4.5	48	20	10	4		4	5	2	----	----	----	----		----	----	----
16.	98.	62.	10.	3.	6.7	9.0	6.1	5.7	109	44	63	23	18	19	39	16	38.9	33.6	30.8	25.1	37.4	32.9	28.2	23.7
16.	97.	77.	6.	2.	6.8	6.7	7.0	6.0	82	53	59	13	11	16	36	37	44.7	34.1	31.2	22.5	41.3	32.9	28.5	20.5
21.	96.	83.	21.		3.9	5.4	8.1	9.3	72	32	40	2	13	16	36	5	44.5	33.6	29.7	----	40.2	33.1	27.2	----
20.	92.	73.	10.		9.6	11.1	6.4	----	29	18	24	3	7	15	16	6	43.6	34.1	28.9	----	38.6	31.5	27.4	----
23.	86.	ALL	10.		4.0	4.0	----	----	7	4	8	1		3	2	1	----	----	----	----		----	----	----
22.	97.	81.	32.		6.2	5.2	6.1	6.2	28	20	19	6	4	12	19	5	----	30.0	27.1	----	----	28.6	26.3	----
14.	ALL	ALL	50.	2.					12	19	18	19	1	21	14	39	----	36.2	34.7	26.2	----	38.0	27.7	25.7
20.	ALL	ALL	ALL		5.1	5.2	6.4	4.8	8	21	4	7	3	11	7	11	----	34.6	----	26.7	----	33.5	----	24.3
16.		ALL	86.						3	7	12	8	2	7	9	32	----	38.8	33.4	26.0	----	39.0	29.0	24.1
25.	94.	72.	19.		10.4	9.5	9.8	10.1	29	21	25	9	2	4	6	9	----	----	29.6	24.8	----	----	27.9	24.4
22.		9.			3.8	4.5	4.0	5.5	7	5	4	5	3	6	5	10	----	----	----	----	----	----	----	----
22.	95.	81.	38.	30.	6.3	7.3	9.6	7.2	110	91	64	38	12	31	65	36	48.6	41.9	35.8	26.3	47.4	42.4	32.0	27.6
22.																								
19.	93.	76.	60.		5.0	3.7	5.3	14.8	14	20	15	3		5	5	6	----	----	----	----		----	----	----
19.	ALL	89.	43.		5.0	5.0	5.0	5.0	5	21	13	3	1	16	10	4	----	34.4	27.8	----	----	31.8	26.4	----
33.	88.	ALL	25.		1.0	1.0	1.0		16	4	5	1	1	4	7		----	----	----	----	----	----	----	
12.		55.	33.		----	2.8	----	5.3	4	9	3	7		2	3	4	----	----	----	----		----	----	----
19.	91.	77.	56.		14.4	11.2	13.5	8.4	10	7	8	1	1	6	8	7	----	31.1	25.5	----	----	29.5	25.6	----
22.	95.	86.	30.	1.	5.4	5.2	4.7	4.4	209	159	135	33	28	40	89	62	53.3	43.2	36.5	23.2	51.0	38.9	34.1	21.5
21.	88.	78.	33.	1.					170	82	85	34	25	41	74	55	51.2	40.9	32.0	24.1	49.2	38.1	30.4	21.9
19.	82.	72.	18.						15	9	8		2	9	3		----	29.2	----		----	28.1	----	
21.		ALL	94.						2	7	5	11	3	7	13	9	----	35.3	----	27.1	----	35.6	----	26.6
21.	ALL	47.	43.						7	20	17	10	1	12	11	11	----	33.9	34.0	25.5	----	33.6	32.3	21.9
21.		90.	42.			5.2	5.5	5.4		6	13	13		4	6	20		----	30.5	26.1		----	28.7	22.7
22.		82.	25.						4	15	18	11	1	19	14	32	----	34.2	30.5	24.3	----	32.3	26.6	24.2
25.	96.	85.			5.8	8.5	7.4		25	22	29			5	20	2	----	----	30.3			----	32.6	----
21.	ALL	80.	13.						11	24	16	7	3	16	24	14	----	32.9	26.5	23.8	----	32.0	25.6	22.1
21.	ALL	96.	36.						12	30	4	3	3	43	7	9	----	29.5	----	----	----	29.2	----	----
25.	82.	19.							30	14	9		3	17	13	4	----	23.4	22.5		----	23.7	22.1	----
20.	ALL	95.	50.						16	30	27	17	9	14	15	22	41.5	33.9	29.2	24.3	40.2	32.8	27.7	23.5
20.	94.	83.	54.	24.					87	52	34	18	22	25	47	40	45.6	37.5	31.4	24.2	41.8	35.9	30.5	24.6
22.	97.	85.	36.	24.	5.1	6.2	5.3	5.4	132	70	73	15	12	9	39	27	51.2	40.3	34.8	23.0	44.1	39.0	32.9	23.6
21.	90.	50.							7	5	4	2	3	3	1		----	----	----	----	----	----	----	
18.	75.		9.		12.3	----	10.4		7	2	8		1	2	3		----	----	----		----	----	----	
31.	ALL	75.			5.3	8.4	7.2	----	44	22	8	1	2	2	8	1	----	----	30.5	----	----	----	30.3	----
23.	95.	84.	14.	8.	3.6	4.6	5.5	6.7	488	255	100	23	46	85	84	27	56.0	41.1	37.4	24.3	49.3	39.6	33.3	24.7
24.	99.	71.	12.		5.4	6.4	5.8	----	94	43	45	4	12	27	24	6	46.0	41.8	35.6	----	41.7	35.9	31.1	----

APPENDIX I

NAME OF INSTITUTION	NOTES	(1) INST CATEGORY	(2) RATING OF AVERAGE SALARY				(3) AVERAGE SALARY BY RANK (IN THOUSANDS)					(4) RATING OF AVERAGE COMP.				(5) AVERAGE COMP BY RANK (IN THOUSANDS)				
			PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	PR	AO	AI	IN	AR
TENNESSEE (CONTD)																				
Univ. of Tennessee- Memphis	21	I	5	4	5	3	52.7	42.9	34.0	29.5	41.2	4	4	5	3	66.0	53.4	41.9	36.1	51.1
Univ.of Tennessee-Martin		IIB	2	2	2	4	42.7	36.5	31.1	22.5	38.2	2	2	2	4	54.8	46.2	38.5	27.7	48.6
Univ.of Tennessee-Inst.Agri.		IIA	2	2	2		51.1	42.9	36.7	-----	44.7	2	2	2		65.3	53.7	45.1	-----	56.4
Vanderbilt University		I	1	2	2	1	71.8	47.2	40.2	33.4	54.5	1	2	2	2	88.8	59.5	49.6	40.9	67.7
Volunteer State Comm.College		III	4	4	3	4	38.7	33.2	29.7	23.2	30.8	4	4	4	4	46.4	39.9	35.9	28.3	37.2
Walters State Comm. College		III	3	3	3	3	42.3	36.0	30.4	25.8	33.4	3	3	3	4	50.6	43.4	36.9	31.5	40.4
TEXAS																				
Abilene Christian University		IIA	5	5	5	4	39.3	35.1	28.3	23.9	33.9	5	4	4	3	51.3	46.5	38.5	33.4	45.1
Amber University		IIA									31.6									37.8
Angelo State University	29	IIB	2	2	1	3	44.1	38.5	32.6	24.1	35.7	2	2	1	3	54.4	48.1	41.2	28.8	44.1
Austin College	36	IIB	2	2	2		46.7	37.3	30.7	-----	39.9	2	2	2		59.1	47.8	38.3	-----	50.6
Baylor University		I	4	3	3	3	57.5	44.2	36.9	29.3	43.8	4	3	3	3	70.2	55.1	46.1	36.4	53.9
Brazosport College		III	2	3	3	4	46.8	36.3	30.9	24.7	38.6	3	4	4	4	53.6	42.1	36.0	29.2	44.5
Corpus Christi State Univ.	27	IIB	3	3	3		42.5	34.6	28.7	-----	35.6	3	3	3		52.0	42.7	35.6	-----	43.8
Del Mar College	1	III	3	3	2	3	41.6	35.9	31.6	26.9	34.4	3	3	3	3	51.3	44.6	39.3	33.7	42.7
East Texas Baptist Univ.	1	IIB	5		4		30.9	-----	25.4	-----	27.8	5		4		37.4	-----	30.9	-----	33.8
East Texas State University	27	IIA	4	5	5	3	43.2	33.7	30.1	26.3	36.7	4	5	4	3	53.1	42.0	37.8	33.4	45.5
East Texas State U-Texarkana	27	IIB	2	2			44.4	35.6	-----	-----	39.3	2	2			54.6	44.3	-----	-----	48.6
Episcopal Theol. Sem. of SW		IIB	2				42.6	-----			41.8	2				59.3	-----			58.1
Galveston College		III	4	4	3	3	35.8	32.3	29.8	25.7	30.4	4	4	4	4	45.4	40.0	36.2	31.6	37.6
Hardin-Simmons University		IIB	4	4	3		37.8	32.0	28.5	-----	33.9	4	4	3		46.7	39.1	34.8	-----	41.7
Jarvis Christian College		IIB	5	5	5	5	32.9	26.5	23.3	19.4	24.8	5	5	5	5	36.7	29.5	25.9	22.1	27.8
Lamar University	27	IIA	3	4	4	3	46.6	37.3	31.2	26.4	34.9	4	4	4	3	57.0	46.1	39.0	33.3	43.3
Lamar University-Orange	27	III			5	5		-----	25.6	21.7	23.4			5	5		-----	32.4	27.8	29.8
Lamar Univ.-Port Arthur	27	III				5		-----	-----	22.1	22.3				4		-----	-----	28.4	28.6
Laredo State University	29	IIB		1	1		-----	40.2	35.0	-----	37.9		1	1		-----	50.1	43.9	-----	47.4
LeTourneau University		IIB	4	4	3		34.8	29.8	28.0	-----	30.3	4	4	3		42.0	37.2	34.5	-----	37.2
Midwestern State University	27	IIA	4	3	4	4	43.6	38.2	31.5	24.2	36.2	4	4	4	4	53.9	47.6	39.8	31.4	45.3
Odessa College		III	3	3	2	2	42.6	34.7	33.4	28.8	35.1	4	4	3	3	49.4	40.0	38.7	33.5	40.6
Our Lady of the Lake Univ.		IIA	5	5	5	5	38.9	34.6	28.6	22.7	31.3	5	5	5	5	45.4	40.4	32.6	25.7	36.1
Prairie View A&M University	27	IIA	3	3	3	3	47.0	39.4	33.8	26.9	35.2	3	3	3	3	58.0	48.9	42.2	34.2	44.0
Rice University		I	1	2	1	4	71.5	48.1	40.4	27.1	58.1	1	2	2	3	86.1	57.8	48.4	35.0	70.0
St. Edward's University	1	IIB	3	3	3		40.4	33.9	28.8	-----	33.3	3	4	3		46.9	39.6	34.1	-----	39.1
St. Mary's University		IIA	2	3	3	4	54.6	38.7	32.8	24.5	42.1	2	4	4	5	63.3	46.3	38.9	29.5	49.5
Sam Houston State University	27	IIA	4	3	4	3	46.1	39.0	32.2	26.6	38.6	4	3	4	3	56.1	47.9	40.0	33.5	47.4
Schreiner College		IIB	5	4	5		32.9	29.1	23.5	-----	27.4	5	4	5		39.6	35.2	28.8	-----	33.3
South Plains College		III	3	2	3	3	40.1	36.8	31.2	26.8	30.8	4	3	3	3	49.2	45.4	38.8	33.7	38.3
Southern Methodist Univ.		I	2	4	2	1*	64.7	43.2	38.6	48.2	48.1	2	3	3	1	81.7	54.5	46.5	57.7	60.0
Southwest Texas State Univ.	27	IIA	4	4	5	5	44.1	36.9	29.8	23.4	34.7	4	4	5	5	53.9	45.5	37.2	29.7	42.9
Southwestern Assemb.God Coll		IIB	5				28.7	-----	-----	-----	25.9	5				39.4	-----	-----	-----	35.3
Southwestern University		IIB	1	1	1		55.6	43.8	32.9	-----	42.5	1	1	1		67.2	53.7	40.7	-----	52.0
Stephen F.Austin State Univ.	29	IIA	4	4	5	5	43.6	35.7	30.0	23.5	33.2	4	4	4	4	53.8	44.7	38.1	30.5	41.8
Sul Ross State University	132	IIB	3	4	4		38.6	32.2	26.3	-----	30.8	3	3	3		49.1	41.5	34.5	-----	39.8
Tarleton State University	29	IIA	5	4	4	4	42.2	36.3	30.6	24.4	32.3	4	4	4	4	52.9	45.9	39.1	31.8	41.2
Tarrant County Junior Coll.		III	3	2	1	1	40.2	38.1	35.7	31.6	36.6	4	3	2	2	46.1	43.8	41.2	36.6	42.1
Texarkana College		III	4	4	3	2	35.3	31.8	29.8	28.8	31.9	4	4	3	2	43.7	39.5	37.3	36.1	39.6
Texas A & I University	27	IIA	5	4	3	5	42.3	35.6	32.5	22.2	35.3	4	4	3	5	53.1	45.2	41.6	29.4	44.8
Texas A & M University-Main	29	I	3	3	4		60.6	44.2	36.7	-----	46.5	3	3	3		73.7	55.2	46.5	-----	57.7
Texas A&M Univ.at Galveston	29	IIB	1	2	2		52.5	35.9	31.3		35.4	1	2	1		64.5	45.3	40.2		44.9
Texas Christian University		I	3	4	3	2	58.9	43.2	37.1	30.0	45.0	3	3	4	3	72.1	53.8	44.6	36.8	55.1
Texas Lutheran College		IIB	3	4	4		39.3	31.7	27.4	-----	32.8	3	4	4		49.0	38.8	33.4	-----	40.5
Texas Southern University	27	I	5	5	5	4	48.5	39.4	32.5	24.6	37.4	5	5	5	4	60.1	49.4	41.0	31.9	46.9
Texas Tech University	29	I	4	5	5	5	55.2	39.5	33.3	22.1	42.3	4	5	5	5	66.5	48.4	41.2	28.2	51.6
Texas Wesleyan University		IIB	4	4	3	3	35.7	32.1	29.3	24.0	32.2	4	4	3	3	42.6	38.4	35.2	28.9	38.5
Texas Woman's University	137	I	5	5	5	4	44.6	35.9	30.5	26.5	35.1	5	5	5	4	54.8	44.6	38.4	33.7	43.7
Trinity University		IIA	1	2	2	4	60.6	42.2	34.4	25.2	46.7	1	2	2	4	75.3	54.2	44.9	31.5	59.2
University of Central Texas	1	IIB		5			-----	27.9	-----	-----	26.8		5			-----	35.0	-----	-----	33.2
University of Dallas		IIA	5	3	3		41.5	38.6	34.0	-----	36.9	5	3	3		49.6	47.7	42.1	-----	44.8
Univ. of Houston-Univ. Park	29	I	3	3	3	2	63.5	43.8	36.8	30.7	48.7	3	4	4	2	75.0	53.1	44.9	37.9	58.4
Univ. of Houston-Clear Lake	27	IIA	3	3	2	1	48.8	40.4	36.9	31.5	40.8	3	3	2	1	59.3	50.1	46.1	39.6	50.4
Univ. of Houston-Downtown	29	IIB	1	1	2		48.0	39.4	31.4		33.9	2	2	2		58.3	48.3	39.0		41.9
Univ. of Houston-Victoria	27	IIB			2		-----	-----	31.6	-----	33.9			2		-----	-----	39.9	-----	42.5
University of North Texas	27	I	5	4	4	4	51.2	41.2	35.4	26.1	41.5	5	4	4	4	61.5	50.2	43.5	32.8	50.4
University of St. Thomas	152	IIA	5	5	5		34.6	31.6	26.4	-----	31.2	5	5	5		41.0	36.9	30.8	-----	36.6
Univ. of Texas at Austin	27	I	2	3	3	3	66.7	44.0	38.2	28.7	52.2	2	3	3	3	79.8	54.4	47.7	36.7	63.6
Univ. of Texas at Arlington	27	I	4	4	4		55.4	42.3	36.4		42.8	4	4	3		67.5	52.5	45.7		53.0
Univ. of Texas at Dallas	27	I	4	4	2		58.0	42.4	39.2		47.7	4	4	2		70.0	52.3	48.6		58.3
Univ. of Texas at El Paso	27	IIA	3	3	3		49.4	39.7	33.1	-----	39.5	3	3	3		61.3	50.2	42.3	-----	49.9
Univ. of Texas-Pan Amer.Univ	156	IIB	1	1	1		49.6	41.5	33.5		36.5	1	1	1		60.7	51.2	41.9		45.5
Univ. of Texas -Permian Bsn.	27	IIA	5	3	4		41.2	38.2	32.3	-----	37.5	5	3	3		51.4	48.0	41.0	-----	47.1
Univ. of Texas -San Antonio	27	IIA	3	3	3		48.2	39.3	33.8	-----	39.4	3	3	3		59.6	49.2	42.7	-----	49.3
Univ. of Texas at Tyler	29	IIA	3	3	3		47.1	39.5	32.9	-----	37.6	3	3	3		58.8	49.8	42.0	-----	47.6
West Texas State University	27	IIA	5	5	5	4	41.0	34.4	29.7	24.4	32.7	5	5	4	4	51.5	43.5	37.9	31.6	41.5

(6)	(7)				(8)				(9)								(10)							
BEN.AS % OF SALARY	PERCENTAGE OF TENURED FACULTY				PERCENTAGE INCREASE IN SALARY(CONTINUING FAC)				NUMBER OF FULL-TIME FACULTY								AVERAGE SALARY BY RANK AND BY SEX							
									MEN				WOMEN				MEN				WOMEN			
	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
24.	90.	61.	24.		3.8	5.8	6.4	6.3	28	33	16	1	1	21	21	13	----	45.1	37.5	----	----	39.5	31.4	----
27.	95.	78.	33.		5.8	5.9	6.7	6.2	94	38	22	3	16	11	18	5	42.9	37.0	31.6	----	41.1	35.0	30.4	----
26.	99.	97.	8.		4.7	5.1	6.0	----	68	55	30	2	4	4	8		----	----	36.3	----	----	----	37.9	
24.	98.	77.	1.		6.1	6.4	6.9	----	239	128	101	2	22	39	51	6	72.6	48.2	42.1	----	63.2	43.9	36.5	----
21.	ALL	90.	83.		7.0	14.8	11.5	10.7	7	30	2	10	3	20	4	15	----	34.0	----	23.7	----	31.9	----	22.8
21.	ALL	98.	27.						10	23	12	8	4	17	10	13	----	36.4	30.5	26.2	----	35.6	30.3	25.6
33.	90.	71.	19.	4.	3.3	3.3	3.7	3.2	73	34	27	14	7	4	16	9	39.7	----	29.3	25.5	35.6	----	26.5	21.2
20.																								
24.	96.	21.	40.		2.6	1.7	2.4	2.3	62	19	19	15	8	5	21	30	44.3	----	33.7	24.9	42.7	----	31.7	23.7
27.	ALL	ALL			9.5	12.9	14.0	----	33	16	13	1	6	4	7	2	47.7	----	31.3	----	41.4	----	29.5	----
23.	93.	81.	16.	17.	4.6	5.6	5.8	----	177	113	52	3	20	36	51	3	58.2	45.4	39.4	----	51.5	40.5	34.4	----
15.					8.2	5.0	3.6	9.1	22	16	5	3	3	2	4	4	----	----	----	----	----	----	----	----
23.	96.	97.	6.						39	20	15	2	8	14	19	3	42.6	35.7	29.2	----	41.9	33.1	28.3	----
24.	ALL	99.	76.	4.	0.0	1.7	2.4	3.1	41	38	34	22	24	30	28	30	41.6	36.2	31.6	27.3	41.6	35.7	31.6	26.5
22.	80.		13.		3.8	4.0	5.3	----	12	5	12	3	3		3	2	----	----	----	----	----		----	----
24.	ALL	93.	53.	18.					84	33	22	10	10	22	18	7	43.1	33.7	31.0	26.1	43.9	33.7	29.0	26.5
24.	94.	86.							16	4	2	1	2	3	1	2	----	----	----	----	----	----	----	----
39.	ALL				5.0	----			6	1				1			----	----				----		
24.	73.	75.	50.	13.	3.0	4.7	3.0	3.3	9	7	6	3	2	5	6	13	----	----	28.9	----	----	----	30.6	----
23.	96.	80.	42.		4.9	6.2	6.1	7.3	40	6	15	3	8	4	9	2	38.2	----	28.7	----	35.7	----	28.3	----
12.	11.				5.7	5.8	6.9	3.8	6	9	8	10	3	2		3	----	----	----	----	----	----		----
24.	92.	82.	46.	58.	3.2	4.4	3.3	2.0	80	71	43	30	8	21	37	30	46.6	37.8	31.8	27.4	46.1	35.3	30.5	25.5
27.			56.	60.						1	5	4		1	4	16		----	----	----		----	----	----
28.				32.			----	3.9			2	12		1	2	29			----	20.7		----	----	22.6
25.		59.			----	4.8	4.3		5	13	12			4	3	1	----	----	----			----	----	----
23.	71.	79.	31.		9.7	11.0	11.4	----	14	11	14	3		3	2		----	----	----	----		----	----	
25.	98.	72.	26.						38	38	23	4	2	12	24	11	----	38.8	32.7	----	----	36.5	30.4	----
16.	62.	15.	10.		4.0	4.0	4.0	4.0	25	21	10	14	9	19	20	17	43.3	35.7	31.8	28.8	40.6	33.7	34.3	28.8
16.	86.	47.	9.		8.8	7.2	6.0	8.7	13	10	12	6	8	9	10	13	39.7	35.0	29.7	22.5	37.5	34.1	27.2	22.8
25.	89.	74.	20.						30	41	51	40	7	31	24	26	46.7	41.8	34.6	27.3	48.5	36.1	32.1	26.4
20.	ALL	83.			6.9	6.5	7.6	----	203	67	71	6	16	19	24	2	71.9	50.0	41.2	----	66.4	41.3	37.9	----
17.	67.	26.			5.5	5.5	5.5	----	15	23	16			11	10	1	----	34.3	29.0			33.0	28.4	----
18.	83.	39.							43	43	27	4	9	6	9	5	56.6	39.5	33.2	----	45.3	32.7	31.6	----
23.	96.	95.	22.	43.	4.7	4.9	4.8	3.6	131	49	64	7	26	9	32	7	46.4	39.0	33.0	28.9	44.7	39.0	30.7	24.2
21.	73.	14.			1.0	1.0	1.0	----	10	5	7	4	1	2	3	1	----	----	----	----	----	----	----	----
25.	ALL	84.	53.	8.					11	15	29	36	6	4	28	39	40.7	----	31.4	27.9	39.0	----	30.9	25.8
25.	98.	89.	8.		4.9	4.9	5.9	----	150	113	92	7	10	30	45	2	65.4	43.9	39.5	----	55.1	40.6	36.8	----
24.	98.	78.	16.	10.	3.2	4.3	5.9	3.1	156	89	85	25	29	47	54	15	44.2	37.3	29.9	23.8	43.2	36.1	29.5	22.7
36.	63.				0.0	----	----	----	5	2	3	1	3		2		----	----	----	----	----		----	
22.	95.	73.	13.		4.8	6.6	8.3	----	18	17	17		4	5	14	1	----	----	33.5		----	----	32.2	----
26.	97.	83.	46.	5.					108	74	72	12	12	18	27	25	43.8	35.7	30.2	26.4	42.3	35.8	29.6	22.0
29.	85.	72.	23.						26	22	13	1	1	3	9	2	----	----	26.9	----	----	----	25.3	----
27.	ALL	80.	27.	2.	2.4	3.2	3.3	3.2	32	36	29	22	4	9	15	25	----	37.0	31.3	25.0	----	33.7	29.2	23.8
15.	16.	13.	23.	ALL					45	87	55	39	18	77	67	38	40.9	39.7	36.2	32.2	38.4	36.3	35.3	30.9
24.	95.	93.	59.	77.					26	9	12	22	17	5	15	8	35.7	----	31.6	29.2	34.7	----	28.4	27.9
27.	95.	74.	20.	38.	4.0	4.0	4.0	4.0	81	32	49	9	6	15	12	4	42.4	36.4	32.8	----	41.7	33.7	31.3	----
24.	99.	90.	3.		3.4	4.0	4.1	----	587	379	278	3	18	50	88	1	60.9	44.8	37.9	----	51.1	39.6	33.1	----
27.	ALL	88.			2.7	3.2	----		13	17	8						----	----	----					
22.	92.	94.	17.	14.	4.1	5.0	5.3	----	79	73	57	2	13	31	50	5	60.0	44.9	36.7	----	52.6	39.2	37.5	----
23.	96.	86.	18.		4.3	3.0	5.1	----	22	7	13	2	2	7	9		----	31.8	28.8	----	----	31.6	25.4	
25.	ALL	92.	45.	8.	4.6	3.0	3.3	2.7	58	58	56	19	15	26	46	19	49.7	39.5	33.4	25.3	44.1	39.2	31.3	24.0
22.	98.	86.	8.						291	199	161	10	22	57	72	14	55.6	40.1	34.3	22.5	49.1	37.3	31.1	21.7
20.	97.	78.	8.		4.7	5.8	6.3	12.6	24	20	3	5	9	3	9	5	36.5	----	----	----	33.7	----	----	----
25.	98.	75.	30.	23.					41	42	15	2	48	66	66	20	46.0	37.0	30.0	----	43.4	35.2	30.6	----
27.	99.	96.	8.		6.0	6.5	7.7	----	79	51	40	2	7	16	22	4	61.4	43.2	35.0	----	52.2	39.1	33.3	----
24.					----	3.5	----	----	1	3	4	2	1	3		1	----	----	----	----	----	----		----
21.	ALL	ALL	16.		9.0	7.4	7.9	----	17	27	15	1	2	6	4		----	38.7	----	----	----	37.9	----	
20.	97.	83.	5.	13.					293	233	157	10	31	53	82	14	64.4	44.7	37.8	33.8	55.1	39.9	34.8	28.5
23.	ALL	ALL			3.2	2.6	4.4	----	33	42	21	1	7	17	24	7	49.7	41.0	40.0	----	44.8	39.1	34.3	----
24.	88.	82.	21.						15	31	34		1	18	19		----	40.5	32.5		----	37.6	29.3	
26.									3	3	7	1		2	9	2	----	----	36.5	----		----	27.8	----
22.	97.	84.	15.	ALL					216	162	143	5	23	50	66	1	51.5	42.0	36.8	----	48.8	38.6	32.4	----
17.	97.	67.	8.		9.6	8.0	10.6	----	22	14	15		13	7	10	1	34.8	33.1	26.5		34.3	28.6	26.2	----
22.	ALL	ALL			3.0	3.0	3.0	1.0	845	350	297	21	94	117	193	7	67.7	44.8	40.4	29.1	57.9	41.6	34.8	27.6
24.	ALL	97.	15.		4.2	4.2	4.1		152	187	97		14	46	42		55.8	42.9	37.1		51.1	39.6	34.7	
22.	ALL	90.			3.0	3.0	3.1		78	41	51		2	10	13		----	42.9	41.2		----	40.0	31.3	
26.	ALL	86.	27.		2.9	3.8	2.7	----	86	118	70	1	8	27	47	2	49.8	40.2	33.7	----	45.6	37.9	32.2	----
24.	91.	84.	53.						50	72	51		6	14	34		49.8	42.1	34.3		48.1	38.1	32.3	
26.	88.	60.							25	12	10	2	1	3	2	3	----	----	----	----	----	----	----	----
25.	ALL	95.			3.4	2.8	2.5	----	60	95	74	3	10	22	27		48.5	39.4	34.6	----	46.7	39.0	31.4	
27.	97.	92.	7.						26	27	13		6	11	16	1	47.4	39.9	34.9		45.9	38.6	31.2	----
27.	98.	87.	53.	4.	3.5	4.3	4.4	5.2	50	31	27	14	3	8	18	31	----	35.0	30.6	25.0	----	31.9	28.4	24.1

APPENDIX I

NAME OF INSTITUTION	NOTES	(1) INST CATEGORY	(2) RATING OF AVERAGE SALARY				(3) AVERAGE SALARY BY RANK (IN THOUSANDS)					(4) RATING OF AVERAGE COMP.				(5) AVERAGE COMP BY RANK (IN THOUSANDS)				
			PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	PR	AO	AI	IN	AR
UTAH																				
Western Texas College		III	5	5	4	4	34.8	29.5	27.0	23.7	28.2	5	5	5	4	40.9	34.8	32.4	29.0	33.7
Brigham Young University		I	5	5	5	4	48.6	39.3	33.4	26.1	40.9	5	4	4	3	63.9	53.1	45.0	36.7	54.5
Salt Lake Community College	123	III	5	5	5	4	32.5	29.1	26.1	24.3	27.5	4	4	4	3	44.1	40.3	36.3	34.3	38.2
Snow College		III	4	3	4	4	37.8	34.6	28.9	22.9	29.2	3	2	3	3	50.7	46.9	39.9	32.4	40.2
Southern Utah University		IIB	4	4	4	4	37.1	30.7	25.7	23.0	29.7	3	3	3	2	49.7	41.9	35.0	31.4	40.4
University of Utah		I	4	5	4	3	54.7	39.1	35.1	27.3	45.0	4	4	3	3	69.4	50.9	46.0	36.4	57.9
Utah State University		I	5	5	5	3	45.4	35.9	31.2	28.6	37.1	5	5	5	2	59.6	47.9	42.0	39.0	49.4
Utah Valley Community Coll.		III		4	3	3		31.3	30.6	26.4	30.0		4	2	2		42.4	41.5	36.4	40.8
Weber State University		IIA	5	5	5	5	38.7	32.1	28.2	22.4	31.6	5	5	4	4	50.8	42.9	37.7	30.7	42.0
Westminster Coll. Slt.Lke.Cy		IIB	4	4	4		36.2	32.0	26.9	-----	29.5	4	4	4		43.9	38.8	32.9	-----	36.0
VERMONT																				
Bennington College		IIB									34.5									41.8
Castleton State College		IIB	3	3	3		39.2	33.7	28.0	-----	32.2	3	2	3		51.7	44.3	36.8	-----	42.4
Champlain College		III	4	4	4	2	37.0	31.0	29.3	27.5	32.1	4	4	3	2	47.1	39.8	39.4	36.6	41.8
College of St. Joseph		IIB			5			-----	24.2		24.6			5			-----	29.6		29.9
Goddard College		IIA									27.7									32.2
Green Mountain College		IIB	4	4	4		36.6	30.0	26.9	-----	28.7	4	4	3		46.0	37.6	36.6	-----	37.4
Johnson State College		IIB	4	4	4		38.1	32.1	27.6		30.7	3	3	3		47.6	40.5	35.1		38.8
Lyndon State College		IIB	3	3	4		39.3	33.5	27.5	-----	33.3	3	2	3		51.3	43.9	36.1	-----	43.6
Marlboro College		IIB									27.7									33.6
Middlebury College		IIB	1*	1	1*	1*	60.6	43.8	36.8	34.6	45.5	1*	1	1*	1	77.2	55.0	44.7	40.0	56.7
Norwich University	110	IIA	5	4	5	4	41.7	36.2	29.3	25.1	35.7	5	4	5	4	51.8	45.2	36.7	32.2	44.5
Saint Michael's College		IIB	2	1	2		47.0	38.6	30.9	-----	37.4	1	1	2		62.6	53.0	39.4	-----	49.6
Southern Vermont College		IIB									21.7									26.2
Trinity College		IIB		4	3		-----	30.8	29.0		30.2		4	3		-----	35.6	34.6		35.6
University of Vermont		I	3	3	4		58.8	43.3	36.2	-----	44.9	3	3	3		74.4	56.5	46.7	-----	57.8
Vermont Technical College		III	4	4	5		36.8	31.3	23.6	-----	27.5	4	4	5		48.0	41.4	31.8	-----	36.7
VIRGINIA																				
Averett College		IIB	5	4	4		33.2	30.5	25.6	-----	29.4	5	4	5		39.8	35.4	30.3	-----	34.9
Blue Ridge Community College		III		2	2	2	-----	37.2	32.2	27.9	34.4		2	2	2	-----	48.0	41.9	36.5	44.5
Bridgewater College		IIB	2	3	2	4	42.6	35.0	30.2	23.3	34.2	3	3	2	4	52.5	41.8	37.3	27.7	41.6
Central Virginia Comm. Coll.		III	2	2	1	2	44.1	37.9	34.1	27.6	36.9	2	2	1	2	56.5	48.9	44.2	36.2	47.6
Christendom Educ.Corporation		III		4			-----	33.1	-----	-----	31.0		4			-----	38.2	-----	-----	36.7
College of William and Mary	30	I	3	2	4	2	62.2	48.9	36.7	30.8	51.0	3	1	3	2	77.4	61.8	46.7	39.5	63.9
Christopher Newport College		IIB	1	1	1*	1	49.1	43.2	37.0	28.0	41.3	1	1*	1*	1	63.2	55.8	48.1	35.9	53.3
CWM-Richard Bland College		III	3	3			42.5	36.2	-----	-----	37.0	2	3			55.2	46.1	-----	-----	47.5
Commonwealth College		III			5	5	-----	-----	19.1	16.5	21.5			5	5	-----	-----	21.9	19.5	25.0
Commonwealth Coll.-Norfolk		III				5	-----		-----	16.8	17.8				5	-----		-----	19.2	20.3
Dabney S.Lancaster Comm.Coll		III		1	1	2	-----	41.3	34.1	28.1	35.4		1	1	2	-----	52.0	43.9	36.8	45.4
Danville Community College		III	3	2	2		41.3	36.8	32.5	-----	36.0	3	2	2		53.0	47.5	42.3	-----	46.5
Eastern Mennonite Coll.&Sem.		IIB	5	5	4	4	32.6	28.2	25.8	22.4	28.7	5	5	4	4	40.4	34.3	31.6	27.7	35.4
Eastern Shore Comm. College		III			3		-----	-----	30.8	-----	32.3			2		-----	-----	40.2	-----	42.0
Emory and Henry College		IIB	3	3	4		39.9	33.3	27.4		33.1	3	3	4		48.7	39.8	33.0		39.9
Ferrum College		IIB	4	4	4		36.6	30.1	25.5	-----	30.7	4	4	5		44.3	35.9	29.9	-----	36.7
George Mason University	3	I	1	1	1	2	73.3	49.8	41.2	32.4	53.1	1	1	1	2	88.3	61.2	51.0	40.3	64.9
Germanna Community College		III	3	2	2	3	42.1	36.5	31.8	26.4	34.0	3	2	2	2	54.1	47.2	41.4	34.8	44.1
Hampden-Sydney College		IIB	1	1	2		49.4	39.2	32.0		39.1	2	2	2		59.5	47.7	38.2		47.0
Hampton University		IIA	4	4	5	5	45.4	35.6	28.5	22.6	31.9	4	5	5	5	52.8	41.5	33.6	26.8	37.4
Hollins College		IIB	1	2	2		49.7	38.5	30.0	-----	38.5	1	1	2		60.2	50.2	37.2	-----	48.2
Institute of Textile Tech.		III	1*		1*		58.4	-----	42.4	-----	47.4	1*		1*		70.2	-----	51.6	-----	57.5
James Madison University	31	IIA	2	2	1	2	51.7	44.1	37.8	29.4	44.3	2	1	1	2	65.6	56.5	48.7	38.5	56.7
J. Sargeant Reynolds Comm.C.	84	III	3	2	2	2	42.4	38.1	32.9	28.8	37.1	2	2	2	1	54.4	49.2	42.8	37.7	47.9
John Tyler Community College		III	3	3	2		40.5	36.2	31.5	-----	34.6	3	3	3		51.1	45.7	39.8	-----	43.6
Longwood College	30	IIB	1	1	1	1	48.9	42.0	33.3	29.0	39.6	1	1	1	1	61.9	53.5	43.0	37.0	50.5
Lord Fairfax Community Coll.		III		3	3		-----	34.2	29.5	-----	31.6		3	3		-----	44.3	38.5	-----	41.1
Lynchburg College		IIA	4	4	4	4	44.3	36.9	30.4	24.6	37.1	4	4	5	4	55.5	45.2	36.5	30.1	45.7
Mary Baldwin College		IIB	3	3	3		42.4	33.9	28.3	-----	32.7	3	3	3		51.8	41.7	34.8	-----	40.2
Mary Washington College		IIB	1	1	2	1	48.2	40.9	30.8	28.4	39.0	1	1	1	1	62.0	53.0	40.5	37.4	50.6
Marymount University		IIA	3	3	3		48.1	38.3	32.7	-----	39.8	4	4	4		56.5	44.4	38.6	-----	46.7
Mountain Empire Comm.College		III		2	2	2	-----	36.5	31.7	28.3	33.4		2	2	2	-----	47.2	41.2	37.1	43.4
New River Community College		III	2	2	2	2	44.9	38.6	32.1	27.6	34.2	2	2	2	2	56.9	49.1	41.2	35.5	43.7
Norfolk State University	31	IIA	3	1	1	3	50.2	46.5	37.0	27.5	41.8	2	1	1	2	63.8	59.3	47.6	36.0	53.5
Northern Virginia Comm.Coll.		III	2	2	1	1	43.7	39.4	34.1	29.6	37.1	2	2	1	1	56.0	50.7	44.2	38.7	47.9
Old Dominion University		IIA	1	2	1	2	59.1	44.5	38.3	28.9	45.1	1	2	1	2	72.0	54.8	47.5	36.4	55.6
Patrick Henry Comm. College		III		3	2	3	-----	36.3	31.6	25.9	32.4		2	2	3	-----	46.9	41.1	34.1	42.2
Paul D. Camp Comm. College		III		3	2		-----	35.1	31.4	-----	33.9		3	2		-----	45.5	40.9	-----	44.0
Piedmont Virginia Comm.Coll.		III	3	3	2	3	40.8	35.3	32.4	26.6	33.8	3	3	2	2	52.5	45.7	42.1	35.0	43.8
Presb.Sch. of Christian Educ		IIA	5				41.5	-----	-----		40.0	4				52.9	-----	-----		51.4
Prost.Ep.Theol.Sem. in Va.		IIA	5		5		32.5	-----	22.8		28.5	2		1		69.0	-----	50.7		61.4
Radford University	30	IIA	3	3	2	3	50.3	40.6	34.4	26.2	40.6	2	2	2	3	64.6	52.7	45.0	34.9	52.6
Randolph-Macon College		IIB	1	2	3		47.9	36.1	29.6	-----	37.2	2	2	2		58.1	45.5	37.1	-----	46.1

(6)	(7)				(8)				(9)								(10)							
BEN.AS % OF SALARY	PERCENTAGE OF TENURED FACULTY				PERCENTAGE INCREASE IN SALARY(CONTINUING FAC)				NUMBER OF FULL-TIME FACULTY								AVERAGE SALARY BY RANK AND BY SEX							
									MEN				WOMEN				MEN				WOMEN			
	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
19.									7	8	11	7	1	4	4	4	----	----	----	----	----	----	----	----
33.	94.	81.	27.						549	315	191	38	30	51	71	36	48.9	39.6	34.6	25.9	43.4	37.6	30.2	26.4
39.	88.	56.	25.	13.	6.3	7.4	8.1	8.0	29	25	36	38	14	23	16	30	33.1	29.7	26.5	24.9	31.2	28.4	25.1	23.5
38.	ALL	ALL	13.						9	11	15	16		3	8	7	----	----	30.8	23.7		----	25.2	21.1
36.	ALL	80.	11.						24	37	24	7	1	9	13	5	----	31.0	26.2	----	----	29.5	24.5	----
28.	99.	86.	10.		7.7	7.1	8.2	4.5	338	166	114	12	31	63	67	12	55.5	39.5	36.7	28.0	46.2	38.3	32.5	26.5
33.	98.	81.	13.		5.9	6.2	5.8	5.6	174	117	81	9	7	26	48	11	45.7	36.7	31.9	30.4	39.3	32.3	30.0	27.1
36.		87.	5.							70	30	26		25	8	13		31.6	31.0	26.5		30.5	29.2	26.0
33.	99.	76.	12.	2.	7.3	6.8	6.3	7.7	120	72	70	21	15	17	59	38	39.0	32.7	29.1	23.8	36.3	29.8	27.2	21.7
22.					9.5	10.0	10.7	----	9	9	15	4	4	7	16	1	----	32.8	28.5	----	----	30.9	25.3	----
21.																								
32.	96.	73.	14.		6.1	8.3	7.3	----	20	12	26		5	3	17	2	----	----	28.3		----	----	27.5	----
30.					6.3	6.2	6.9	8.0	11	6	8	2	6	5	8	4	36.1	----	30.7	----	38.7	----	27.9	----
21.						----	21.2	----			6			2	5				----			----	----	
16.																								
30.					7.1	----	7.5	----	7	5	10			2	7	5	----	----	27.3			----	26.4	----
26.	ALL	58.	7.						6	20	17		1	4	11		----	----	28.3		----	----	26.7	
31.	ALL	95.	7.		5.9	6.1	7.3		16	14	8	1	1	7	7	1	----	33.7	28.0	----	----	33.1	26.9	----
21.																								
24.	ALL	88.			6.0	6.9	6.4	6.1	51	21	37	5	6	3	38	7	61.5	----	37.3	----	53.7	----	36.4	----
25.	95.	91.	2.						47	50	29	6	9	20	12	5	42.2	37.4	30.3	----	39.2	33.2	27.0	----
33.	ALL	ALL	9.		8.1	10.9	13.6	----	22	30	26	1	4	8	19		----	39.2	31.4	----	----	36.7	30.2	
21.																								
18.									4	9	7		1	4	14		----	----	30.4		----	----	28.2	
29.	ALL	97.	9.		6.2	6.3	6.8	----	161	134	60	1	18	52	51	1	59.2	44.0	38.5	----	55.6	41.5	33.6	----
33.	ALL	85.	13.						12	11	29	2	1	2	9	1	----	----	22.9	----	----	----	25.8	----
19.	88.	80.	7.		5.5	5.5	4.3	5.5	13	10	11		4	5	4	3	----	----	----		----	----	----	----
30.		14.	22.						5	7	7	4		7	2	5	----	38.8	----	----		35.6	----	----
22.	81.	73.	42.		10.5	9.9	10.4	----	15	18	14	4	1	4	5	3	----	----	----	----	----	----	----	----
29.	29.	21.							6	22	7	1	1	12	4	5	----	38.5	----	----	----	36.8	----	----
18.					----	7.0	----	----	1	5	5	1		1			----	----	----	----		----		
25.	97.	86.	8.		3.1	2.5	3.1	1.8	188	102	61	11	13	25	45	7	62.4	48.6	38.8	31.7	58.9	50.3	33.8	29.5
29.	98.	82.	22.		3.9	4.1	4.7	3.9	34	26	32	2	7	7	18	11	49.0	43.7	38.0	----	49.5	41.3	35.2	----
28.	ALL	94.			3.5	10.0	----	----	7	8	4		2	8	1	2	----	35.7	----		----	36.8	----	----
16.									2	1	4	1		3	2	5	----	----	----	----		----	----	----
14.									1		2	5	1		1	4	----		----	----	----		----	----
28.									2	10	5	7		3	7	4	----	----	----	----		----	----	----
29.	60.	39.	11.						9	22	11	1	1	6	8	1	----	37.2	33.7	----	----	35.2	30.9	----
23.	25.	29.			10.1	9.4	7.5	----	23	5	7	3	1	2	7	5	----	----	26.3	----	----	----	25.3	----
30.									2	2	6				2	3	----	----	----				----	----
21.	ALL	67.	20.		7.5	6.9	7.7		14	14	12		2	4	8		----	----	27.7		----	----	26.9	
20.	89.	ALL	22.		10.3	9.8	7.5	----	22	13	10	1	5	10	13	2	----	30.2	26.3	----	----	30.0	24.8	----
22.	89.	78.	2.		3.0	3.6	3.3	2.4	151	186	100	20	30	79	71	16	75.5	50.6	43.4	35.2	62.4	48.0	38.0	28.8
30.	17.								3	7	7	2	3	3	6	4	----	----	32.2	----	----	----	31.4	----
20.	ALL	95.			6.4	6.6	7.1		27	18	18			3	5		----	----	----			----	----	
17.	58.	36.	8.						25	48	77	16	13	36	69	14	48.3	36.2	30.2	23.6	39.9	34.7	26.7	21.4
25.	ALL	92.	9.		6.3	6.6	5.9	----	15	18	7	2	4	8	15		----	39.1	28.9	----	----	37.1	30.5	
21.					9.2	----	9.5	----	6	2	8	3					----	----	----	----				
28.	99.	91.	23.		3.2	3.8	4.5	3.8	141	121	61	9	36	30	51	27	52.7	44.7	38.5	31.4	47.9	42.0	36.9	28.7
29.	6.	2.		8.					25	20	23	7	11	26	10	6	42.9	38.2	33.6	28.9	41.2	38.1	31.6	28.7
26.	50.	43.			2.9	2.6	2.9	----	7	14	9	4	1	9	12	1	----	38.6	32.6	----	----	32.5	30.7	----
27.	97.	84.	33.		3.3	3.0	3.9	3.6	20	38	28	8	14	13	14	10	51.8	40.6	34.9	30.7	44.7	46.2	30.1	27.7
30.									4	9	12	2		4	6	2	----	----	29.3	----		----	29.7	----
23.	94.	83.	10.		6.2	7.2	7.8	9.5	45	30	16	3	6	18	23	5	44.9	37.5	30.9	----	40.0	36.1	30.0	----
23.	ALL	48.	3.		8.6	12.1	11.5	----	7	15	13		8	8	18	4	43.1	34.0	28.9		41.9	33.9	27.9	----
30.	96.	93.	30.						46	29	29	3	11	13	17	4	48.7	41.7	30.3	----	46.1	39.2	31.7	----
17.	60.	33.	32.		8.8	7.3	8.9	----	21	11	6	1	14	16	25	1	48.6	38.5	32.2	----	47.2	38.1	32.8	----
30.									3	14	8	8		5	10	2	----	----	32.8	----		----	30.8	----
28.	70.	17.	9.		4.1	4.3	4.7	4.2	8	8	12	7	2	4	11	10	----	----	32.6	27.4	----	----	31.6	27.7
28.	82.	54.	23.		6.1	9.5	6.9	5.2	61	50	47	17	30	24	58	24	51.1	47.8	39.7	26.6	48.4	43.6	34.8	28.2
29.	11.	17.	6.						65	68	90	36	60	55	80	43	44.0	39.9	34.5	30.3	43.3	38.7	33.5	29.0
23.	98.	90.	5.		3.7	3.5	4.0	4.4	158	161	96	22	10	56	50	27	59.2	45.2	39.8	32.6	56.4	42.4	35.3	25.8
30.									2	4	9	5	3	4	7	2	----	----	31.3	----	----	----	31.9	----
30.									3	7	5	2		3	3	1	----	----	----	----		----	----	----
30.									5	10	12	2	4	5	10	6	----	----	32.9	----	----	----	31.9	----
28.	ALL				10.5	----	----		5	1	1		2	2	1		----	----	----		----	----	----	
%115.	ALL				5.7	----	----		9	2	4		1		2		----	----	----		----		----	
30.	86.	58.	19.		3.8	3.3	4.0	3.8	106	74	72	11	30	40	52	28	51.2	40.9	35.1	27.8	47.1	40.2	33.4	25.6
24.	ALL	84.			5.8	6.1	6.5	----	21	18	13	1	1	7	10	2	----	37.0	29.2	----	----	33.7	30.2	----

APPENDIX I

VIRGINIA (CONTD)

NAME OF INSTITUTION	NOTES	(1) INST CATEGORY	(2) RATING OF AVERAGE SALARY				(3) AVERAGE SALARY BY RANK (IN THOUSANDS)					(4) RATING OF AVERAGE COMP.				(5) AVERAGE COMP BY RANK (IN THOUSANDS)				
			PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	PR	AO	AI	IN	AR
Randolph-Macon Woman's Coll.		IIB	2	2	2		46.8	37.0	30.6	-----	37.1	2	2	2		58.7	45.9	37.8	-----	46.1
Rappahannock Community Coll.		III		2	2		-----	39.1	32.1	-----	34.5		2	2		-----	50.3	41.7	-----	44.7
Roanoke College		IIB	2	2	2		45.9	36.4	30.2		37.2	2	2	2		58.2	47.4	37.6		47.4
Saint Paul's College		IIB	5			3	29.2	-----	-----	24.0	26.6	5			4	33.9	-----	-----	27.8	30.8
Shenandoah University		IIB	4	5	4		35.1	28.7	25.6	-----	29.1	4	5	5		41.5	33.7	30.2	-----	34.3
Southside Virginia Comm.Coll		III		4	2	3	-----	33.8	31.7	26.3	31.3		3	2	3	-----	43.8	41.2	34.6	40.8
Southwest Virginia Comm.Coll		III	3	2	1	1	42.1	39.2	34.2	29.0	34.5	3	2	1	1	54.0	50.5	44.3	37.9	44.7
Sweet Briar College		IIB	1	1	2		47.9	38.6	31.7	-----	39.8	1	2	2		60.9	46.2	37.5	-----	48.9
Thomas Nelson Comm. College		III	2	2	1	2	43.0	37.4	33.6	27.1	36.0	3	3	2	3	53.0	46.0	41.4	33.3	44.3
Tidewater Community College		III	4	3	3	2	39.5	35.9	31.2	27.5	33.9	3	3	2	2	51.0	46.5	40.7	36.2	44.1
Union Theol Seminary of Va.	PNA	IIA																		
University of Richmond		IIA	1*	1	1		62.4	48.2	39.3		50.7	1	1	1		76.0	60.9	47.6		62.3
University of Virginia	30	I	1	2	2	2	71.8	48.1	38.6	30.1	55.6	1	1	2	2	88.2	61.2	49.9	38.3	69.5
U. Va.,Clinch Valley Coll.of		IIB	2	2	2		43.1	35.4	30.5	-----	35.8	2	2	2		55.6	46.0	40.0	-----	46.6
Virginia Commonwealth Univ.	31	I	3	2	2	2	60.7	48.6	39.7	30.2	48.0	3	1	1	2	77.1	61.7	50.4	38.3	61.0
Virginia Highlands Comm.Coll		III		3	2	3	-----	35.7	31.4	26.2	33.7		3	2	3	-----	46.2	40.8	34.5	43.7
Virginia Intermont College		IIB		5	5		-----	27.4	23.4	-----	25.7		5	5		-----	34.5	29.0	-----	32.0
Virginia Military Institute		IIB	1	1*	1*		55.4	44.4	36.7	-----	47.2	1	1*	1*		69.6	56.4	47.2	-----	59.7
Virginia Poly.Inst.&St.Univ.	30	I	2	2	2	3	65.3	46.2	38.6	27.9	51.3	2	3	2	3	79.9	57.6	48.4	35.3	63.4
Virginia State University	31	IIA	4	3	2	2	43.2	38.8	34.9	27.9	37.5	4	3	2	2	54.8	49.6	44.9	36.4	48.0
Virginia Union University		IIB	4	4	4	5	35.7	29.9	25.7	20.6	27.1	4	4	4	5	43.5	36.5	31.6	25.7	33.3
Virginia Wesleyan College		IIB	2	2	3	1	45.9	37.1	29.4	28.0	37.2	2	2	3	1	54.0	44.5	36.1	34.7	44.6
Virginia Western Comm. Coll.		III	2	2	2		43.3	38.5	33.5	-----	36.5	2	2	1		55.5	49.6	43.5	-----	47.1
Washington & Lee University	161	IIB	1*	1	1		60.3	43.8	35.6	-----	51.0	1*	1	1		73.8	53.3	42.7	-----	62.1
Wytheville Community College		III	3	3	3	2	42.3	35.8	30.7	27.1	34.3	2	3	2	2	54.4	46.3	40.1	35.6	44.5

WASHINGTON

NAME OF INSTITUTION	NOTES	(1) INST CATEGORY	(2) RATING OF AVERAGE SALARY				(3) AVERAGE SALARY BY RANK (IN THOUSANDS)					(4) RATING OF AVERAGE COMP.				(5) AVERAGE COMP BY RANK (IN THOUSANDS)				
			PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	PR	AO	AI	IN	AR
Central Washington Univ.		IIA	4	4	4		44.7	36.8	30.2		39.9	4	4	5		55.0	45.7	37.3		49.2
Cornish Coll.of the Arts		IIB									15.6									20.6
Eastern Washington Univ.	1	IIA	5	5	4	5	41.7	34.8	31.1	20.2	37.2	5	5	4	5	51.7	43.6	39.3	26.6	46.4
Evergreen State College		IIB									38.1									47.8
Gonzaga University		IIA	2	4	5	5	52.3	36.6	29.1	23.7	35.9	2	4	5	4	63.9	46.1	37.0	29.9	44.9
Lutheran Bible Inst.Seattle		IIB									26.0									32.8
Northwest College		IIB		5	4		-----	27.9	25.2	-----	26.8		5	4		-----	34.5	30.6	-----	32.7
Pacific Lutheran University	1	IIA	4	4	4		45.8	37.1	32.0		38.5	4	4	4		57.2	46.0	39.4		47.8
Peninsula College		III	4	3	2	2	38.2	35.8	31.4	27.5	31.9	4	3	3	2	48.0	45.3	39.9	35.4	40.6
Saint Martin's College		IIB	5	5	4		31.1	26.7	25.7	-----	26.9	5	5	5		35.8	32.1	30.2	-----	31.6
Seattle Pacific University		IIA	4	4	4		43.4	36.1	31.1	-----	36.5	4	4	4		53.3	44.8	39.1	-----	45.3
Seattle University		IIA	3	3	2	2	47.8	38.6	34.5	29.3	39.1	3	4	3	2	57.8	47.4	43.0	38.2	48.1
University of Puget Sound		IIA	2	3	4		51.0	38.9	31.6		43.0	2	3	4		64.5	50.1	39.8		54.6
University of Washington	157	I	3	4	3	3	60.3	42.7	37.4	29.5	49.1	3	3	3	2	73.9	53.7	47.7	38.4	61.1
Washington State University		I	5	5	4	3	52.1	39.6	35.2	29.1	42.5	4	4	3	1	65.4	52.0	46.3	60.7	55.9
Western Washington Univ.		IIA	3	3	2		47.3	38.6	34.7	-----	40.6	3	3	3		58.8	48.3	43.1	-----	50.6
Whitman College		IIB	1	1	1	1	53.2	42.3	34.3	29.8	44.0	1	1	1	1	65.7	52.2	41.7	34.9	54.1
Whitworth College		IIB	3	3	3		40.0	32.9	27.9	-----	33.3	3	3	3		48.9	40.1	34.1	-----	40.6

WEST VIRGINIA

NAME OF INSTITUTION	NOTES	(1) INST CATEGORY	(2) RATING OF AVERAGE SALARY				(3) AVERAGE SALARY BY RANK (IN THOUSANDS)					(4) RATING OF AVERAGE COMP.				(5) AVERAGE COMP BY RANK (IN THOUSANDS)				
			PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	PR	AO	AI	IN	AR
Alderson Broaddus College		IIB	4	5	5	4	33.9	26.9	23.7	21.8	25.8	4	5	5	4	42.9	33.8	30.0	27.5	32.6
Beckley College		III	5			5	21.9	-----	-----	20.9	21.2	5			5	21.9	-----	-----	20.9	25.0
Bethany College		IIB	4	4	4		35.0	30.4	26.7	-----	30.2	4	3	4		45.1	39.8	32.8	-----	38.2
Bluefield State College		IIB	3	4	5	5	40.0	30.6	25.1	20.8	28.3	3	4	4	5	48.0	37.5	30.5	24.8	34.2
Concord College		IIB	3	3	4	4	38.5	32.4	25.5	23.0	31.5	4	4	4	4	45.6	38.7	30.9	28.1	37.7
Davis and Elkins College		IIB	5	4	5	4	33.7	29.9	24.0	22.0	26.3	4	4	4	4	43.7	39.1	30.8	27.6	33.6
Fairmont State College		IIB	3	3	3	3	41.0	33.7	27.8	24.9	33.1	3	3	4	3	48.8	40.5	33.8	30.6	39.9
Glenville State College		IIB	4	4	4	4	38.0	31.1	25.6	22.8	28.3	4	4	4	4	45.5	37.5	31.3	28.0	34.3
Marshall University		IIA	4	4	5	5	45.0	37.2	28.2	21.2	36.4	4	4	5	5	55.0	46.1	35.7	27.6	45.0
Ohio Valley College		III		5			-----	23.5	-----	-----	22.2		5			-----	27.1	-----	-----	25.7
Potomac State Coll.of W.Va.U		III	3	4	5		39.7	31.3	24.1	-----	29.7	4	4	5		47.9	38.5	29.3	-----	36.2
Shepherd College		IIB	4	3	3	2	37.0	33.1	28.9	26.1	31.5	4	3	3	2	45.9	40.4	35.8	31.7	39.0
Southern W.Va. Comm. College		III	4	5	5	5	37.1	30.1	23.7	19.2	25.9	4	5	5	5	44.0	36.3	29.1	24.1	31.5
University of Charleston		IIB	5	4	3	3	32.8	32.3	29.4	25.1	29.6	5	4	3	3	39.6	38.1	34.4	29.4	34.8
Univ.of W.Va.Coll.Grad.Stud.		IIA	3	2	4		49.5	42.5	31.6	-----	43.7	3	3	4		60.0	51.4	38.3	-----	53.0
West Liberty State College		IIB	3	4	5	5	38.9	31.5	23.2	19.7	32.1	3	4	5	5	46.9	38.1	28.1	23.6	38.7
West Virginia Inst. of Tech.		IIB	3	3	4	4	38.3	32.5	27.6	23.0	32.6	4	4	4	4	46.1	38.9	33.5	28.2	39.3
W.Va.Northern Comm. College	166	III	5	5	5		33.6	25.9	22.7	-----	26.5	5	5	5		41.7	32.1	27.5	-----	32.5
West Virginia State College		IIB	4	4	4	5	37.5	32.0	25.8	21.3	28.0	4	4	4	4	44.9	38.6	31.6	26.4	34.1
West Virginia University		I	5	4	5	4	50.4	40.9	33.3	25.8	41.5	5	5	5	5	59.5	48.5	39.6	30.6	49.2
W. Va. Univ. at Pakersburg		III	4	5	5	5	35.6	29.9	25.4	19.5	28.4	5	5	5	5	42.9	36.4	31.2	24.5	34.6
West Virginia Wesleyan Coll.		IIB	4	3	3		36.1	33.5	29.4	-----	33.4	3	2	2		46.8	43.9	37.8	-----	43.3
Wheeling Jesuit College		IIB	4	4	5	3	34.0	29.1	23.4	24.5	27.5	5	4	5	3	40.6	36.0	27.8	28.8	33.2

(6)	(7)				(8)				(9)								(10)							
BEN. AS % OF SALARY	PERCENTAGE OF TENURED FACULTY				PERCENTAGE INCREASE IN SALARY(CONTINUING FAC)				NUMBER OF FULL-TIME FACULTY								AVERAGE SALARY BY RANK AND BY SEX							
									MEN				WOMEN				MEN				WOMEN			
	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
24.	ALL	92.	13.		6.5	7.0	9.5	----	11	15	13	2	7	9	11		47.9	37.4	31.1	----	44.9	36.4	30.1	
30.									1	6	8	1		3	4	2	----	----	----	----		----	----	----
28.	96.	95.	8.		6.2	6.2	7.4		18	26	14		6	11	12		46.3	37.0	29.8		44.4	35.2	30.7	
16.	ALL				4.0	----	----	4.0	6	5	3	6	3		2	5	----	----	----	----	----		----	----
18.	73.	11.							13	16	11	3	2	12	10		----	29.6	25.9	----	----	27.4	25.3	
30.									2	6	12	6		7	9	3	----	34.0	30.7	----		33.5	32.9	----
30.	14.	25.	4.						5	17	18	11	2	3	9	12	----	----	34.3	30.7	----	----	33.9	27.4
23.	ALL	90.	26.		6.5	7.2	8.5	----	16	8	7	1	9	12	12	1	48.4	39.8	32.5	----	46.9	37.8	31.2	----
23.	38.	13.	8.		3.3	3.3	3.8	4.4	13	22	16	4	8	9	20	8	43.4	37.7	34.3	----	42.5	36.5	33.0	----
30.		1.							29	61	30	23	17	38	39	19	40.1	36.1	31.3	27.8	38.5	35.6	31.1	27.2
23.	99.	93.	14.		7.0	8.0	10.4		74	48	44		8	12	27		62.8	48.6	38.9		59.0	46.5	40.0	
25.	95.	86.	1.		2.2	2.7	4.0	4.9	394	239	126	9	27	55	79	10	72.1	49.0	40.4	32.3	67.5	44.6	35.7	28.2
30.	ALL	ALL	21.		4.3	5.4	5.7		17	11	15	1	1	2	4		----	----	----	----	----	----	----	
27.	98.	85.	13.	2.	3.8	3.1	3.3	6.1	180	239	120	24	25	90	97	32	61.3	49.6	41.7	31.8	57.0	45.8	37.2	29.0
30.		6.							2	22	6		3	10	6	7	----	36.9	32.5		----	32.9	30.2	----
25.		69.	7.		----	11.8	15.8	----	5	8	5			5	9	2	----	----	----			----	----	----
27.	ALL	65.	5.		4.0	5.5	9.3	----	44	22	17	4	1	1	4		----	----	----	----	----	----	----	
24.	99.	93.	5.	10.	3.5	3.5	3.1	2.8	554	470	236	30	27	74	81	29	65.7	46.5	39.3	32.0	58.1	44.1	36.5	23.6
28.	92.	73.	42.						49	31	34	10	15	6	31	15	43.3	39.3	36.4	28.1	43.0	36.6	33.3	27.8
23.	ALL	54.	11.		5.3	5.3	5.3	5.3	7	9	15	7	3	4	13	6	----	----	26.8	20.9	----	----	24.4	20.3
20.	88.	36.			7.0	7.0	7.0	7.0	21	9	7	2	3	2	8	8	----	----	29.8	----	----	----	29.1	----
29.	33.	45.	15.						11	23	18	2	4	8	28	2	----	38.8	34.9	----	----	37.5	32.7	----
22.	ALL	ALL			7.9	9.2	10.7	----	81	16	20	1	1	3	17	1	----	----	38.0	----	----	----	32.9	----
30.	63.	27.	9.						5	10	7	4	3	12	4	4	----	37.3	----	----	----	34.6	----	----
24.	99.	88.	30.		8.4	7.9	7.3		146	50	42		18	15	18		45.0	37.0	30.8		41.5	36.1	28.7	
32.																								
25.	98.	59.	9.						162	62	32	3	19	26	32	10	42.0	35.4	31.4	----	39.0	33.4	30.8	----
25.																								
25.	93.	70.	13.						43	57	56	4	1	17	40	7	----	37.1	31.6	----	----	35.1	25.5	----
26.																								
22.		78.	44.		----	6.6	5.4	----	4	9	5	1			4		----	----	----	----			----	
24.	97.	83.	18.		7.6	8.0	8.9		70	61	29		8	26	39		46.2	37.9	33.4		41.8	35.2	30.9	
27.	ALL	ALL	90.	13.	6.2	6.2	6.2	6.2	8	4	14	10		3	6	5	----	----	32.6	----		----	28.6	----
17.	86.	71.	35.		5.1	0.3	5.8	----	7	11	10	1		3	7	1	----	----	28.8	----		----	21.4	----
24.	98.	56.	14.		10.0	10.9	15.2	----	37	39	15	1	6	13	22	4	43.7	36.4	31.6	----	41.3	35.2	30.8	----
23.	93.	82.	13.						30	46	29	3	13	26	27	3	47.2	38.8	36.0	----	49.2	38.3	33.0	----
27.	98.	68.			8.2	10.2	11.1		66	40	23		15	7	17		51.7	38.9	31.0		47.9	38.5	32.5	
24.	96.	92.	3.		6.8	6.7	6.6	----	783	354	200	4	98	110	129	6	61.0	43.2	38.2	----	55.1	40.9	36.1	----
32.	98.	88.	5.		6.6	7.1	5.7	8.9	342	224	162	15	22	54	97	39	52.3	39.8	36.4	34.1	48.9	38.6	33.3	27.1
25.	98.	90.	3.		6.9	7.2	7.6		141	122	34	3	15	32	28		47.4	39.1	35.3	----	45.7	36.4	34.1	
23.	97.	90.	20.		8.6	9.0	9.7	8.3	33	25	16	4	5	6	4	3	----	42.9	----	----	----	39.7	----	----
22.	ALL	62.			4.2	4.2	4.2	----	19	22	15		3	7	7	1	----	32.9	28.9		----	32.9	25.8	----
26.	ALL	54.	29.		9.3	10.1	9.3	----	8	6	12	7	2	7	12	3	----	26.7	24.3	----	----	27.0	23.2	----
18.									2		1	2	4	1		10	----		----	----	----	----		----
27.	95.	75.	28.		7.0	7.6	8.5	----	18	7	9	2	2	1	9	3	----	----	27.8	----	----	----	25.6	----
21.	ALL	67.	36.		15.2	16.4	16.6	18.2	16	10	22	5	4	2	17	13	----	----	25.8	----	----	----	24.3	----
20.	97.	70.	4.						28	14	19	6	5	6	7	5	----	32.5	25.6	----	----	32.2	25.2	----
28.	92.	71.	20.		4.6	4.8	5.5	5.9	10	5	7	10	3	2	8	8	----	----	24.1	24.5	----	----	24.0	18.9
20.					7.9	9.3	10.9	7.9	42	27	25	15	10	15	20	8	41.4	34.1	28.3	25.5	39.2	33.0	27.2	23.9
21.	ALL	78.	30.						8	16	14	6	5	2	13	7	----	----	25.1	22.4	----	----	26.2	23.0
24.	96.	81.	20.	5.	24.0	22.7	15.0	16.9	112	66	67	1	22	39	50	19	45.3	37.6	29.1	----	43.7	36.6	27.1	----
16.					----	0.0	----	----	2	5	3	1		1		1	----	----	----	----		----		----
22.	ALL	ALL	33.		8.9	7.3	8.0	----	10	11	9	2		1	3	3	----	----	----	----		----	----	----
24.	96.	87.	71.		6.8	9.8	9.6	10.6	27	20	17	6	1	10	11	3	----	32.9	29.3	----	----	33.4	28.2	----
22.	ALL	ALL	53.						5	5	11	4	2	4	6	8	----	----	24.0	----	----	----	23.2	----
18.	70.	17.	4.						6	4	11	4	4	8	12	10	----	----	29.9	----	----	----	29.0	----
21.	96.	65.	11.		28.3	30.4	----	----	21	10	7		5	7	2	1	----	45.5	----		----	38.3	----	----
21.	95.	89.	27.		12.3	12.5	14.1	12.6	35	39	5	4	6	24	6	4	39.2	32.5	----	----	36.9	29.8	----	----
21.	98.	67.	26.		6.6	6.9	8.2	9.2	49	23	25	8	6	10	13	5	38.6	33.2	28.2	----	35.2	30.8	26.5	----
23.	ALL	83.	25.		14.8	10.8	----	----	12	4	5		11	8	3	3	34.3	----	----		32.7	----	----	----
22.	85.	91.	40.	4.	10.6	13.1	11.0	14.5	15	18	22	9	5	14	23	17	----	31.4	26.2	20.1	----	32.7	25.4	21.9
18.	96.	86.	15.						309	176	159	4	28	56	96	15	50.8	41.6	34.3	----	45.7	38.6	31.7	----
22.	ALL	93.	57.						14	8	13	3	5	6	10	7	----	30.4	26.7	----	----	29.3	23.6	----
30.	89.	77.	22.		12.0	13.1	10.0	----	25	15	8	3	10	7	10		36.9	34.7	30.3	----	33.9	31.0	28.6	
21.	ALL	75.	24.	ALL	10.4	10.9	11.0	----	10	13	11	4	1	7	10	2	----	29.9	24.2	----	----	27.5	22.6	----

APPENDIX I	NOTES	(1)	(2)				(3)					(4)				(5)				
		INST CATEGORY	RATING OF AVERAGE SALARY				AVERAGE SALARY BY RANK (IN THOUSANDS)					RATING OF AVERAGE COMP.				AVERAGE COMP BY RANK (IN THOUSANDS)				
NAME OF INSTITUTION			PR	AO	AI	IN	PR	AO	AI	IN	AR	PR	AO	AI	IN	PR	AO	AI	IN	AR
WISCONSIN																				
Alverno College	33	IIB	3	4	5	4	38.3	32.0	25.0	21.6	27.2	4	4	5	5	45.1	37.2	29.0	24.8	31.6
Beloit College	42	IIB	2	2	3		44.2	36.8	29.7	-----	37.9	2	2	3		57.7	46.8	35.4	-----	48.0
Carroll College		IIB	3	2	3		41.0	36.3	29.6		35.9	2	2	3		52.8	46.5	36.8		45.7
Concordia Univ., Wisconsin		IIB	5	5	5		29.4	26.6	24.8		25.7	5	5	4		37.9	34.7	32.6		33.5
Lakeland College		IIB		4	4		-----	30.6	27.1	-----	28.9		4	4		-----	36.7	32.4	-----	34.8
Lawrence University		IIB	1	1	1	1	51.4	40.0	32.4	29.4	42.5	1	1	2	1	64.1	48.9	38.4	34.8	52.2
Marian Coll.of Fond du Lac		IIB	4	4	4	3	35.5	30.8	26.2	24.0	28.1	5	5	5	4	40.1	35.0	29.8	27.5	31.9
Marquette University	4	I	3	2	2		61.9	46.6	39.5		46.8	3	2	2		77.2	59.9	48.8		58.9
Milwaukee School of Engrg.		IIB	3	3	2		41.9	34.5	31.4		37.9	3	3	2		51.4	42.6	37.2		46.3
Mount Mary College		IIB	4	4	4	4	35.6	30.2	25.2	22.4	28.2	4	4	5	5	43.0	35.8	28.5	25.1	32.8
Northland College		IIB	5	5	5		31.2	27.1	22.0		27.8	5	5	5		38.4	33.3	27.4		34.4
Ripon College		IIB	2	2	4		45.9	35.1	27.6	-----	37.0	2	3	3		55.5	42.7	34.2	-----	45.1
St. Norbert College		IIB	1	1	1	1	48.5	40.1	32.5	28.3	37.4	1	1	1	1	66.2	54.4	43.0	37.4	50.3
Silver Lake College		IIB		4		4		29.1	-----	21.8	25.7		5		4		34.4	-----	26.1	30.5
Univ. Wisconsin-Madison		I	3	3	2	3	61.2	44.4	39.4	28.4	52.0	3	3	2	3	75.4	56.1	50.2	37.2	64.8
Univ. Wisconsin-Milwaukee		I	4	4	2		55.9	42.7	38.9	-----	45.4	4	3	2		69.4	54.2	49.6	-----	57.2
Univ. Wisconsin-Eau Claire		IIA	4	4	3	2	45.7	37.3	32.9	27.8	38.6	3	3	3	2	57.8	47.8	42.5	36.4	49.4
Univ. Wisconsin-Green Bay		IIA	3	3	4		46.4	38.7	31.4	-----	39.3	3	3	3		58.6	49.5	40.8	-----	50.2
Univ. Wisconsin-La Crosse		IIA	3	3	3	1	48.2	40.0	34.1	31.6	40.0	3	3	2	1	60.7	50.9	44.0	41.0	50.9
Univ. Wisconsin-Oshkosh		IIA	3	2	2	2	49.5	41.6	35.4	28.4	41.0	3	2	2	2	62.3	52.9	45.5	37.1	52.2
Univ. Wisconsin-Parkside		IIA	2	3	2		51.2	38.4	36.1		39.2	2	3	2		64.1	49.0	46.4		50.0
Univ. Wisconsin-Platteville		IIA	3	3	3		47.2	38.2	33.7	----	40.2	3	3	2		59.6	48.9	43.4	-----	51.2
Univ. Wisconsin-River Falls		IIA	4	4	3		43.9	36.2	32.5	-----	38.6	4	4	3		55.7	46.4	42.1	-----	49.3
Univ. Wisconsin-Stevens Pnt.		IIA	3	3	4	2	47.3	38.4	30.3	28.8	39.3	3	3	4	2	59.6	49.1	39.5	37.7	50.2
Univ. Wisconsin-Stout		IIA	4	4	4	2	45.6	37.4	30.3	28.7	37.0	3	3	4	2	57.6	47.9	39.4	37.6	47.4
Univ. Wisconsin-Superior		IIA	3	3	3	3	46.8	38.8	32.4	26.5	39.9	3	3	3	3	59.1	49.6	41.9	34.9	50.9
Univ. Wisconsin-Whitewater		IIA	3	3	2	2	48.0	39.9	35.1	29.2	40.0	3	3	2	2	60.5	50.9	45.1	38.1	51.0
Univ. Wisconsin-Centers		III	2	3	3	3	43.5	36.3	30.1	25.6	35.4	2	3	3	3	55.2	46.6	39.2	33.8	45.6
Viterbo College		IIB	3	3	3	4	39.3	32.5	28.2	23.4	30.4	3	4	4	4	49.0	39.3	33.6	27.5	36.6
WYOMING																				
Northwest College		III		3	4	5	-----	34.8	26.9	21.3	28.4		4	4	5	-----	42.4	33.6	27.0	35.3
University of Wyoming		I	5	5	4		50.5	39.6	35.6	-----	41.8	5	5	5		59.2	46.8	42.3	-----	49.3
PUERTO RICO																				
Bayamon Tech.-Univ. College		IIB	5	5	5	5	26.6	21.5	17.2	14.5	18.8	5	5	5	5	33.8	27.6	22.4	18.7	24.3
Inter American Univ. of P.R.	81	IIA	5	5	5	5	28.8	20.8	18.4	15.7	19.0	5	5	5	5	50.4	24.3	20.4	16.9	22.6
UPR-Ponce Tech. Univ. Coll.		III	5	5	5	5	25.1	20.3	16.8	15.2	17.8	5	5	5	5	32.0	26.0	21.7	19.5	22.8
Univ. of Puerto Rico-Arecibo		IIB	5	5	5	5	24.6	21.1	17.4	15.2	19.2	5	5	5	5	30.4	26.2	22.0	19.4	24.0
Univ. of P.R.-Mayaguez	150	IIA	5	5	5	5	28.7	24.8	19.0	19.4	23.5	5	5	5	5	33.2	28.8	22.3	22.7	27.4
MICRONESIA																				
Community Coll. Micronesia		III			5	5	-----	-----	17.1	14.4	16.8			5	5	-----	-----	18.2	15.3	17.8

(6)	(7)				(8)				(9)								(10)							
BEN.AS % OF SALARY	PERCENTAGE OF TENURED FACULTY				PERCENTAGE INCREASE IN SALARY(CONTINUING FAC)				NUMBER OF FULL-TIME FACULTY								AVERAGE SALARY BY RANK AND BY SEX							
									MEN				WOMEN				MEN				WOMEN			
	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
16.	ALL	96.	30.		6.8	5.7	8.1	8.4	2	7	14	3	7	17	32	17	----	31.5	25.5	----	----	32.2	24.7	----
27.	ALL	88.			4.4	6.0	8.9		37	14	13	2		2	11		----	----	30.8	----		----	28.4	
27.	ALL	86.	42.		4.4	4.7	6.1		26	22	16		4	6	10		----	36.9	30.1		----	34.1	28.8	
30.	33.				7.1	9.0	8.1		11	9	11		1	2	5		----	----	----		----	----	----	
20.		ALL			----	8.2	7.8	----	5	9	7	2		2	6	2	----	----	27.3	----		----	26.9	----
23.	98.	97.			6.7	7.4	8.4	----	42	29	13	2	3	3	9	4	----	----	32.2	----	----	----	32.7	----
14.	ALL	85.	30.		-				4	5	8		2	8	22	6	----	----	25.9		----	----	26.3	----
26.	ALL	96.	4.		6.3	6.4	7.4		97	158	128		3	48	74		----	47.3	40.8		----	44.2	37.4	
22.					5.3	6.2	6.8	----	52	19	18		4	3	4		----	----	----		----	----	----	
16.	ALL	86.			7.3	7.4	5.5	----	4	2	3		5	12	15	7	----	----	----		----	----	----	----
24.	ALL	56.	30.		8.5	10.8	----		17	7	7		3	2	3		----	----	----		----	----	----	
22.	96.	61.	14.		2.9	12.6	7.7	----	25	14	13	1	2	4	8		----	----	28.3	----	----	----	26.5	
34.	ALL	95.	53.	20.	9.5	9.9	13.6	----	16	37	30	5		4	10	5	----	----	33.0	----		----	31.1	----
19.						3.0	----	----		4	3	2		4	2	4		----	----	----		----	----	----
25.	99.	93.	1.	4.	8.3	9.4	7.3	6.6	822	184	243	7	102	77	158	20	62.1	45.7	41.2	29.1	54.0	41.4	36.6	28.2
26.	ALL	97.	2.		6.9	8.4	8.1	9.2	232	216	117	2	28	81	98	2	56.1	43.0	40.6	----	54.2	41.9	36.9	----
28.	99.	89.	21.	8.	7.7	8.3	7.0	5.5	148	101	72	10	13	31	49	15	45.9	37.5	33.5	28.5	43.8	36.5	32.0	27.3
28.	98.	ALL			6.9	8.5	7.8	----	48	49	12	3	5	8	8		----	38.9	32.4	----	----	37.7	30.0	
27.	98.	81.	33.	57.	8.9	7.4	7.1	7.0	110	83	70	8	17	16	32	6	48.6	40.5	35.4	30.9	45.7	37.0	31.2	32.4
27.	ALL	81.	35.	22.	7.2	7.8	7.6	8.0	107	78	91	3	12	26	45	6	49.6	42.0	35.9	----	48.6	40.5	34.5	----
27.	ALL	95.			7.2	7.5	7.5		40	50	21		2	16	16		----	38.6	36.7		----	37.5	35.3	
27.	98.	81.	23.		8.3	8.0	7.4	----	88	49	39	1	7	10	17	3	47.3	38.6	34.6	----	45.7	36.4	31.5	----
28.	97.	77.	29.		7.8	8.9	7.7	----	90	36	39		17	17	23	2	44.2	36.5	32.8		42.5	35.4	32.0	----
28.	99.	87.	21.	36.	8.2	8.3	8.3	8.7	130	87	56	8	13	19	30	6	47.4	38.2	31.1	27.6	45.7	39.1	28.9	30.5
28.	ALL	75.	40.	71.	9.3	8.3	7.2	5.5	89	58	41	10	22	19	19	4	45.7	37.6	30.3	----	45.0	36.7	30.3	----
28.	ALL	70.	11.		6.8	9.3	9.0	----	33	18	15	4	7	5	3	4	46.6	----	----	----	47.4	----	----	----
27.	99.	91.	39.	33.	8.4	9.2	6.7	----	114	63	75	6	28	18	35	3	48.7	40.4	35.6	----	45.5	38.2	34.0	----
29.	ALL	ALL	55.	15.	7.8	7.8	8.2	5.7	52	141	71	5	7	33	21	8	43.9	36.6	30.6	----	40.3	34.6	28.2	----
21.	88.	81.	50.		9.5	11.3	12.0	----	7	13	8	1	1	8	20	7	----	34.5	28.2	----	----	29.2	28.1	----
24.		89.	57.		----	3.6	4.1	4.6	2	24	24	11		4	13	8	----	----	26.6	23.0		----	27.5	19.1
18.	99.	88.	7.		6.5	8.5	8.4	----	240	115	119	2	20	25	48	1	50.8	39.8	36.7	----	47.2	38.5	32.9	----
29.	ALL	98.	84.	23.					13	27	25	19	9	23	33	29	28.2	22.3	17.9	14.6	24.3	20.5	16.7	14.4
19.	85.	63.	35.	2.	8.9	8.6	8.1	5.7	36	85	156	106	29	73	204	134	28.6	23.3	18.6	15.8	29.1	18.0	18.2	15.6
28.	ALL	ALL	94.	34.					2	9	15	11	4	19	16	18	----	20.8	17.1	15.6	----	20.1	16.4	14.9
25.	ALL	97.	91.	29.					15	17	23	16	12	19	22	19	24.0	21.6	17.7	15.2	25.4	20.6	17.1	15.3
16.									188	123	145	74					----	----	----	----				
6.					----	----	1.5	0.7	2	4	6	6	2		2	7	----	----	----	15.2	----		----	13.7

APPENDIX II

ALABAMA

NAME OF INSTITUTION	NOTES	(1) INST CATEGORY	(2) RATING OF AVG SAL	(3) AVERAGE SALARY (THOUS.)	(4) RATING OF AVG COMP	(5) AVERAGE COMP. (THOUS.)	(6) BEN AS% SAL	(7) PCT TEN	(8) PCT.INCR. CONT.FAC	(9) NUMBER OF FULLTIME FAC MEN	(9) WOMEN	(10) AVERAGE SALARY BY SEX MEN	(10) WOMEN
Gadsden State Community Coll	67	IV	2	35.5	3	41.8	18.		8.7	74	63	38.1	32.6
Jefferson State Comm. Coll.		IV	2	34.1	3	41.0	20.	90.		63	72	35.6	32.8
John C.Calhoun St.Comm.Coll.		IV	3	30.5	3	38.0	25.	87.		80	71	31.0	29.9
Lurleen B.Wallace St.Jr.Coll		IV	3	32.0	3	38.5	21.	96.	8.5	16	7	31.7	32.5
Snead State Junior College	1	IV	3	33.8	3	40.6	20.	87.	8.4	16	15	35.3	32.2

ALASKA

NAME OF INSTITUTION	NOTES	(1) INST CATEGORY	(2) RATING OF AVG SAL	(3) AVERAGE SALARY (THOUS.)	(4) RATING OF AVG COMP	(5) AVERAGE COMP. (THOUS.)	(6) BEN AS% SAL	(7) PCT TEN	(8) PCT.INCR. CONT.FAC	(9) NUMBER OF FULLTIME FAC MEN	(9) WOMEN	(10) AVERAGE SALARY BY SEX MEN	(10) WOMEN
Univ.Alaska Prince Wm.Sound		IV	2	38.0	1	56.5	49.			4	4	---	---

ARIZONA

NAME OF INSTITUTION	NOTES	(1) INST CATEGORY	(2) RATING OF AVG SAL	(3) AVERAGE SALARY (THOUS.)	(4) RATING OF AVG COMP	(5) AVERAGE COMP. (THOUS.)	(6) BEN AS% SAL	(7) PCT TEN	(8) PCT.INCR. CONT.FAC	(9) NUMBER OF FULLTIME FAC MEN	(9) WOMEN	(10) AVERAGE SALARY BY SEX MEN	(10) WOMEN
Arizona Western College		IV	3	33.3	3	39.9	20.		5.0	48	32	34.8	31.2
Central Arizona College		IV	2	39.4	2	45.6	16.			64	24	39.1	40.3
Cochise College		IV	3	33.5	3	40.5	21.		6.2	66	35	34.0	32.5
Eastern Arizona College	4	IV	2	35.0	2	43.1	23.	78.		49	9	35.2	33.7
Maricopa Comm.Coll.District	92	IV	1	45.4	1	53.8	18.	65.	4.0	464	416	47.1	43.5
Mohave Community College	103	IV	3	33.7	3	39.8	18.			28	14	34.1	32.8
Navajo Community College		IV	5	24.7	5	29.9	21.			31	15	25.2	23.7
Northland Pioneer College		IV	3	32.8	3	38.8	18.		3.9	31	18	34.2	30.2
Pima County Comm.Coll.Dist.		IV	2	35.6	3	40.9	15.			140	119	36.9	34.1
Yavapai College	174	IV	2	36.7	2	43.2	18.		4.0	52	29	38.5	33.4

ARKANSAS

NAME OF INSTITUTION	NOTES	(1) INST CATEGORY	(2) RATING OF AVG SAL	(3) AVERAGE SALARY (THOUS.)	(4) RATING OF AVG COMP	(5) AVERAGE COMP. (THOUS.)	(6) BEN AS% SAL	(7) PCT TEN	(8) PCT.INCR. CONT.FAC	(9) NUMBER OF FULLTIME FAC MEN	(9) WOMEN	(10) AVERAGE SALARY BY SEX MEN	(10) WOMEN
East Arkansas Comm. College		IV	4	27.6	4	34.2	24.			15	21	28.5	27.0
Garland County Comm. College		IV	4	27.9	4	34.0	22.		5.0	18	23	30.0	26.2
Miss. County Comm. College		IV	5	23.9	5	30.9	29.			16	22	24.7	23.3
North Arkansas Comm. College		IV	4	27.4	4	34.3	25.		6.2	16	17	28.6	26.3
Phillips Co. Comm. College		IV	5	26.5	4	33.1	25.			22	39	28.2	25.6
Rich Mountain Community Coll		IV	5	25.1	5	30.9	23.			8	7	25.2	25.0
Southern Ark.Univ.-El Dorado		IV	4	27.1	4	33.5	24.	47.	9.6	7	12	28.8	26.1
Westark Community College	1	IV	4	28.0	4	35.6	27.	57.	4.3	57	51	29.2	26.6

CALIFORNIA

NAME OF INSTITUTION	NOTES	(1) INST CATEGORY	(2) RATING OF AVG SAL	(3) AVERAGE SALARY (THOUS.)	(4) RATING OF AVG COMP	(5) AVERAGE COMP. (THOUS.)	(6) BEN AS% SAL	(7) PCT TEN	(8) PCT.INCR. CONT.FAC	(9) NUMBER OF FULLTIME FAC MEN	(9) WOMEN	(10) AVERAGE SALARY BY SEX MEN	(10) WOMEN
Allan Hancock College	28	IV	1	42.8	1	51.7	21.			118		---	
Antelope Valley College	28	IV	1	42.6	2	51.4	21.			112		---	
Barstow College	28	IV	1*	48.2	1	57.7	20.			25		---	
Butte College	28	IV	1	45.7	1	54.9	20.			127		---	
Cabrillo College	28	IV	1	44.2	1	53.2	20.			186		---	
Cerritos College	28	IV	1*	50.9	1*	61.5	21.			232		---	
Chabot College	28	IV	1	46.4	1	55.7	20.			186		---	
Chaffey Community College	28	IV	1	43.7	1	52.7	21.			165		---	
Citrus College	28	IV	1*	49.8	1*	59.4	19.			150		---	
College of the Canyons	28	IV	1	45.6	1	54.8	20.			60		---	
Comm. College of the Desert	28	IV	1	41.9	2	50.7	21.			110		---	
Columbia College	28	IV	1	46.3	1	55.6	20.			41		---	
Contra Costa Comm.Coll.Dist.	28	IV	1*	49.5	1*	59.0	19.			437		---	
El Camino College	28	IV	1*	48.7	1*	58.2	20.			314		---	
Foothill-De Anza Comm.Coll.D	28	IV	1*	52.4	1*	62.3	19.			547		---	
Gavilan College	28	IV	1	46.1	1	55.3	20.			71		---	
Grossmont/Cuyamaca CC Dist.	28	IV	1	47.9	1	57.3	20.			250		---	
Hartnell College	28	IV	1	42.7	1	51.6	21.			87		---	
Imperial Valley College	28	IV	1	42.0	2	50.8	21.			94		---	
Kern Community College Dist.	28	IV	1	44.7	1	53.8	20.			305		---	
Lake Tahoe Community College	28	IV	2	40.8	2	49.4	21.			20		---	
Los Angeles Comm.Coll.Dist.	28	IV	1	46.7	1	56.0	20.			%1761		---	
Los Rios Comm. Coll.District	28	IV	1	46.2	1	55.5	20.			256		---	
Marin, College of	28	IV	1*	48.6	1*	58.1	20.			151		---	
Mendocino College	28	IV	1	42.3	2	51.2	21.			40		---	
Merced College	28	IV	1	47.7	1	57.1	20.			129		---	
Monterey Peninsula College	28	IV	1	44.0	1	53.0	21.			114		---	
Mt. San Antonio College	28	IV	1	47.3	1	56.6	20.			287		---	
Mt. San Jacinto College	105	IV	1	44.9	1	54.2	21.	78.	8.0	35	24	44.9	44.9
Napa Valley College	28	IV	1	45.1	1	54.3	20.			100		---	
Palo Verde College	28	IV	2	35.0	2	43.1	23.			15		---	
Pasadena City College	28	IV	1	46.2	1	55.5	20.			338		---	
Peralta Community Colleges	28	IV	2	40.7	2	49.4	21.			334		---	
Rancho Santiago Comm.College	117	IV	1	45.2	1	54.0	19.	85.	5.5	159	135	46.3	44.0
Redwoods Comm. Coll. Dist.	118	IV	1	43.6	2	48.3	11.	86.	8.0	83	35	43.9	42.9
Rio Hondo College	28	IV	1*	50.7	1*	60.5	19.			183		---	
Riverside Community College	28	IV	1*	48.8	1*	58.3	20.			200		---	
Saddleback Comm. Coll. Dist.	28	IV	1*	54.7	1*	64.8	19.			285		---	
San Bernardino Valley Coll.	28	IV	1*	48.1	1	57.5	20.			151		---	

APPENDIX II

NAME OF INSTITUTION	NOTES	(1) INST CATEGORY	(2) RATING OF AVG SAL	(3) AVERAGE SALARY (THOUS.)	(4) RATING OF AVG COMP	(5) AVERAGE COMP. (THOUS.)	(6) BEN AS% SAL	(7) PCT TEN	(8) PCT.INCR. CONT.FAC	(9) NUMBER OF FULLTIME FAC		(10) AVERAGE SALARY BY SEX	
										MEN	WOMEN	MEN	WOMEN
C A L I F O R N I A (CONTD)													
San Diego Comm. Coll. Dist.	28	IV	1	42.0	2	50.8	21.			745		---	
San Francisco Comm.Coll.Dist	28	IV	1	47.2	1	56.6	20.			698		---	
San Joaquin Delta College	125	IV	1*	50.1	1*	61.0	22.			144	80	51.0	48.5
San Jose/Evrgrn Comm.Coll.	28	IV	1	46.8	1	56.1	20.			218		---	
San Mateo Comm.Co.Coll.Dist.	28	IV	1	47.8	1	57.3	20.			376		---	
Santa Barbara City College	28	IV	1	42.6	2	51.5	21.			200		---	
Santa Monica College	28	IV	1*	50.7	1*	61.3	21.			227		---	
Santa Rosa Junior College	28	IV	1*	49.6	1*	59.2	19.			248		---	
Shasta College	28	IV	1	45.2	1	54.4	20.			132		---	
Sierra Community College	28	IV	1	42.6	1	52.2	23.			132		---	
Solano Community College	28	IV	1*	49.3	1*	58.9	19.			143		---	
Taft College	28	IV	1*	49.0	1*	58.5	19.			21		---	
Ventura Co. Comm. Coll.Dist.	28	IV	1*	48.5	1*	58.0	20.			180		---	
Victor Valley Comm.Coll.Dist	28	IV	2	40.3	2	48.9	21.			72		---	
West Hills Comm. Coll. Dist.		IV	1	43.0	1	53.7	25.	85.	1.3	34	12	43.6	41.4
West Valley-Mission C.C.Dist	165	IV	1	43.2	1	52.3	21.	88.	13.9	169	128	44.3	41.7
Yuba College	28	IV	1*	48.5	1*	58.0	20.			120		---	
C O L O R A D O													
Arapahoe Community College		IV	4	27.2	4	35.4	30.			53	58	29.8	24.8
Colo. Northwestern Comm.Coll		IV	3	31.3	3	39.8	27.	61.		24	12	31.8	30.4
Colorado Technical College		IV	4	29.2	4	34.6	18.			19		---	
Community College of Aurora		IV	4	29.4	4	35.0	19.			2	4	---	---
Community College of Denver		IV	3	29.7	4	36.5	23.			33	43	30.0	29.5
Front Range Community Coll.	66	IV	3	30.1	4	36.0	20.	75.		81	67	31.4	28.5
Morgan Community College		IV	4	27.2	4	33.3	23.		5.6	17	14	27.5	26.8
Northeastern Junior College		IV	4	28.2	4	34.2	21.	41.	6.1	39	20	29.5	25.6
Otero Junior College		IV	3	30.5	3	36.8	21.		5.3	20	10	31.1	29.2
Pikes Peak Community College		IV	3	30.7	3	37.4	22.	81.	5.6	81	47	32.3	28.0
Pueblo Community College		IV	4	27.8	5	32.2	16.			42	45	29.0	26.7
Red Rocks Community College		IV	3	32.9	3	38.9	18.	89.	4.6	46	16	33.5	31.0
Trinidad State Junior Coll.		IV	4	27.3	4	33.2	21.			30	11	27.7	26.3
D E L A W A R E													
Del.Tech&Comm.Coll.-Sthrn	4	IV	2	37.6	2	47.8	27.			37	34	36.9	38.4
Del.Tech.&Comm.Coll.-Stn Wtn	4	IV	2	37.4	2	47.5	27.			50	69	38.2	36.9
Del.Tech.&Comm.Coll.-Terry	4	IV	2	39.5	2	49.4	25.			21	22	40.6	38.4
F L O R I D A													
Florida Keys Community Coll.		IV	3	31.7	2	42.3	33.	76.	9.5	22	7	32.6	29.1
Polk Community College	116	IV	3	31.9	3	40.9	28.	87.		59	42	32.9	30.5
South Florida Community Coll	1	IV	3	30.0	3	38.3	28.	63.	7.0	27	25	32.4	27.4
Tallahassee Comm. College		IV	1	41.2	1	52.8	28.	38.	5.0	61	69	41.9	40.6
G E O R G I A													
DeKalb Technical Institute		IV	2	34.7	2	45.1	30.	46.	4.5	44	45	33.2	36.2
Truett McConnell College		IV	5	23.0	5	27.8	21.		6.6	13	11	23.6	22.1
Young Harris College		IV	3	30.0	4	35.1	17.	53.	6.4	20	10	30.3	29.4
H A W A I I													
Honolulu Comm.Coll.-U.Hawaii	19	IV	2	39.0	2	48.7	25.	67.	11.5	82	36	39.6	37.6
Kapiolani Comm.Coll-U.Hawaii	19	IV	2	37.5	2	46.9	25.	45.	10.4	65	85	38.0	37.2
Kauai Comm.Coll.-U. Hawaii	19	IV	2	36.3	2	45.5	25.	56.	9.6	30	24	37.6	34.8
Leeward Comm.Coll.-U. Hawaii	19	IV	2	39.8	2	49.7	25.	76.	10.9	76	61	40.8	38.6
Maui Comm.College-U. Hawaii	19	IV	2	37.8	2	47.3	25.	57.	10.6	33	34	38.7	37.0
Windward Comm.Coll-U. Hawaii	19	IV	2	37.3	2	46.7	25.	53.	11.4	22	18	36.0	38.9
I D A H O													
North Idaho College		IV	3	30.5	3	38.7	27.	62.	7.5	53	39	31.2	29.5
I L L I N O I S													
Belleville Area College	41	IV	1	41.7	2	50.1	20.	83.	7.9	71	37	44.8	35.6
Black Hawk College	43	IV	2	34.1	3	40.3	18.	87.		84	69	35.5	32.5
Carl Sandburg College		IV	3	31.9	3	38.2	20.	88.		26	24	33.2	30.5
City Colleges of Chicago	48	IV	1	46.0	1	54.5	18.	98.		546	363	47.4	43.8
College of DuPage		IV	1	43.4	2	49.8	15.	77.		156	92	45.9	39.3
Danville Area Comm. College		IV	3	29.9	4	35.2	17.	81.		37	26	31.5	27.7
Elgin Community College		IV	2	40.9	2	47.1	15.	88.		53	43	42.0	39.6
Highland Community College		IV	3	30.8	4	35.7	16.	74.		31	15	32.0	28.4

APPENDIX II

NAME OF INSTITUTION	NOTES	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)		(10)	
		INST CATEGORY	RATING OF AVG SAL	AVERAGE SALARY (THOUS.)	RATING OF AVG COMP	AVERAGE COMP. (THOUS.)	BEN AS% SAL	PCT TEN	PCT.INCR. CONT.FAC	NUMBER OF FULLTIME FAC MEN	WOMEN	AVERAGE SALARY BY SEX MEN	WOMEN
I L L I N O I S (CONTD)													
Illinois Eastern Comm.Colls.	78	IV	4	28.0	4	32.7	17.	83.	7.2	69	40	28.6	26.9
Illinois Valley Comm.College		IV	3	33.1	3	39.7	20.	81.	1.3	61	22	33.9	30.9
John Wood Community College		IV	5	23.3	5	27.8	19.	51.		16	19	24.9	21.9
Joliet Junior College		IV	1	41.4	2	48.9	18.	85.		94	50	43.4	37.8
Kankakee Community College		IV	3	32.4	3	37.7	16.	89.		33	21	33.7	30.3
Kaskaskia College		IV	3	31.4	3	38.5	23.	89.	2.9	44	17	32.9	27.5
Kishwaukee College		IV	3	30.9	4	36.0	17.	75.	6.2	41	30	32.7	28.5
Lake Land Community College		IV	3	31.2	3	37.8	21.	83.		65	33	32.3	28.9
Lewis and Clark Comm.College		IV	2	37.7	2	43.8	16.	95.		43	37	38.3	37.0
Lincoln College	86	IV	4	29.1	4	35.2	21.	49.	5.1	21	14	29.4	28.8
Lincoln Land Comm. College		IV	2	40.3	2	46.8	16.	87.	9.2	78	41	41.4	38.3
McHenry County College		IV	2	36.7	2	43.4	18.	64.		31	25	38.9	34.0
Morrison Institute of Tech.		IV	5	22.3	5	25.6	15.			7	3	---	---
Morton College		IV	1	43.3	1	52.3	21.		7.4	28	25	44.3	42.2
Oakton Community College		IV	1	47.9	1	56.2	17.	89.		65	64	52.0	43.8
Parkland College		IV	2	38.1	2	44.0	16.	92.		69	62	40.3	35.6
Prairie State College		IV	2	40.0	2	48.0	20.	88.	5.0	40	44	43.5	36.8
Rend Lake College		IV	3	33.6	3	39.1	16.	82.		32	24	35.7	30.9
Rock Valley College		IV	2	37.0	2	44.6	20.	78.		98	41	39.2	31.8
Saint Augustine College		IV	5	18.4	5	23.7	28.			8	4	---	---
Shawnee Community College		IV	3	30.4	4	35.3	16.	69.		16	13	32.3	28.1
Southeastern Illinois Coll.	128	IV	3	33.0	3	38.4	17.	79.	6.7	28	20	34.1	31.4
Spoon River College		IV	3	32.2	3	37.3	16.	73.		21	12	33.0	30.8
Springfield Coll.in Illinois		IV	5	21.0	5	24.3	16.	50.		7	9	21.5	20.7
State Community College		IV	3	31.4	4	36.3	16.	ALL		13	20	33.2	30.3
Triton College		IV	1	45.0	2	50.6	12.	96.		135	66	46.7	41.6
Waubonsee Community College		IV	2	37.8	2	44.1	17.	83.		32	28	38.1	37.4
I O W A													
Des Moines Area Comm.College		IV	2	34.0	3	41.3	22.		9.0	138	110	35.0	32.6
Eastern Iowa Comm.Coll.Dist.	61	IV	3	29.8	4	36.6	23.		10.0	81	58	30.3	29.2
Indian Hills Community Coll.	79	IV	3	30.3	4	36.4	20.		8.3	77	48	31.6	28.3
Kirkwood Community College	10	IV	3	30.4	3	38.1	25.			122	74	31.9	27.9
North Iowa Area Comm.College		IV	2	34.6	2	42.8	24.	87.	5.8	60	26	35.8	31.6
Western Iowa Tech.Comm.Coll.	3	IV	4	29.2	4	36.5	25.	ALL	8.5	45	23	29.6	28.4
K A N S A S													
Allen County Community Coll.		IV	4	27.1	5	32.3	19.	74.	4.9	23	4	---	---
Barton County Community Coll		IV	5	26.7	5	32.4	21.	64.	4.8	44	34	28.5	24.4
Cloud County Community Coll.		IV	5	26.1	5	32.3	24.	61.	3.9	25	21	28.1	23.6
Coffeyville Community Coll.		IV	5	24.6	5	28.9	17.		6.1	24	14	25.6	22.9
Hutchinson Community College	25	IV	3	30.8	3	36.8	19.	81.	6.0	61	37	31.9	29.0
Johnson County Comm. College		IV	2	37.5	2	47.3	26.		5.0	126	96	38.4	36.3
Kansas City Kans. Comm.Coll.		IV	2	35.5	3	41.9	18.		7.0	54	60	36.9	34.2
Labette Community College		IV	3	30.9	4	35.0	13.			13	27	32.9	29.9
Seward County Comm. College		IV	5	25.1	5	30.8	23.	26.	7.1	29	18	25.9	23.8
K E N T U C K Y													
Midway College		IV	5	25.4	5	30.2	19.	16.	9.4	6	25	26.6	25.1
Saint Catharine College		IV	5	15.6	5	18.4	18.	8.	2.5	5	7	---	---
Sullivan College		IV	5	23.0	5	25.3	10.			16	12	24.1	21.6
M A I N E													
Eastern Maine Voc.Tech.Inst.		IV	3	30.8	3	40.7	32.		8.6	35	21	31.6	29.4
Northern Maine Tech. College		IV	3	33.8	2	43.9	30.	87.	6.0	32	20	32.0	36.8
M I C H I G A N													
Alpena Community College		IV	1	41.4	1	54.2	31.			38	10	41.8	39.7
Baker College of Flint	38	IV	2	34.4	2	44.8	30.		9.0	33	31	34.7	34.1
Bay de Noc Community College		IV	2	36.6	2	48.0	31.	93.		28	13	36.9	35.7
Ch. Stewart Mott Comm. Coll.		IV	1	43.0	1	54.8	27.			105	67	43.4	42.5
Davenport College -Grd.Rpds.		IV	2	39.5	1	52.2	32.			20	18	40.8	38.0
Davenport Coll.-Kalamazoo Br		IV	5	20.8	5	27.1	30.			5	15	---	---
Glen Oaks Community College		IV	2	37.2	2	48.4	30.	87.		19	11	39.6	33.1
Grand Rapids Junior College		IV	1	44.1	1	55.9	27.	92.	5.5	135	77	45.3	41.9
Kalamazoo Valley Comm. Coll.		IV	2	39.4	2	48.6	23.	82.		70	35	40.8	36.6
Kellogg Community College		IV	1	43.3	1	55.2	28.	94.		56	30	43.7	42.6
Kirtland Community College		IV	3	31.6	3	41.9	33.			23	16	31.4	31.8
Lake Michigan College		IV	3	33.3	2	42.5	28.			36	23	33.6	32.7
Macomb Community College		IV	1	47.5	1*	61.1	29.	87.		244	93	47.5	47.6

APPENDIX II

NAME OF INSTITUTION	NOTES	(1) INST CATEGORY	(2) RATING OF AVG SAL	(3) AVERAGE SALARY (THOUS.)	(4) RATING OF AVG COMP	(5) AVERAGE COMP. (THOUS.)	(6) BEN AS% SAL	(7) PCT TEN	(8) PCT.INCR. CONT.FAC	(9) NUMBER OF FULLTIME FAC MEN	(9) NUMBER OF FULLTIME FAC WOMEN	(10) AVERAGE SALARY BY SEX MEN	(10) AVERAGE SALARY BY SEX WOMEN
MICHIGAN (CONTD)													
Mid Michigan Community Coll.		IV	2	34.3	2	44.4	29.	ALL		23	15	36.4	31.1
Montcalm Community College		IV	3	33.7	2	44.0	30.	64.	6.0	17	8	35.0	31.1
Muskegon Community College		IV	1	41.6	1	52.1	25.			64	34	42.8	39.2
North Central Michigan Coll.		IV	2	39.3	2	50.3	28.	97.		21	8	39.3	39.2
Northwestern Michigan Coll.		IV	2	35.6	2	46.1	30.			67	26	36.7	32.8
Oakland Community College		IV	1	47.5	1*	62.1	31.	88.		203	92	49.4	43.2
Saint Clair County Comm.Coll		IV	1	41.2	1	52.4	27.	89.		56	29	42.1	39.4
Schoolcraft College	3	IV	1	45.6	1*	62.1	36.		6.8	79	38	46.1	44.6
Suomi College		IV	3	30.6	3	38.7	26.	48.	6.5	11	16	31.2	30.2
Washtenaw Community College		IV	1	43.9	1	56.1	28.	88.		88	48	44.8	42.2
Wayne County Comm. College	162	IV	1	42.9	1*	58.4	36.		6.6	66	83	44.3	41.8
West Shore Community College		IV	2	37.2	2	47.2	27.	76.		16	13	38.7	35.4
MINNESOTA													
Alexandria Tech. Institute		IV	3	33.0	3	41.4	26.	81.		70	21	34.1	29.4
Anoka Ramsey Community Coll.		IV	1	41.5	1	54.0	30.		6.6	43	33	41.6	41.2
Austin Community College		IV	1	43.8	1	57.6	31.		5.7	21	5	---	---
Bethany Lutheran College		IV	4	28.1	3	37.7	34.	ALL	5.0	13	3	---	---
Brainerd Community College		IV	2	39.8	1	52.9	33.		6.8	25	10	41.9	34.6
Fergus Falls Community Coll.		IV	2	40.8	1	54.0	32.		6.9	16	12	43.5	37.1
Hibbing Community College		IV	2	39.0	1	52.0	33.		7.2	20	11	40.3	36.8
Inver Hills Community Coll.		IV	1	41.9	1	54.6	30.		6.4	33	26	44.2	39.0
Itasca Community College		IV	2	38.8	1	51.7	33.		7.2	22	15	41.1	35.4
Lakewood Community College		IV	1	42.7	1	55.4	30.		6.5	49	23	43.7	40.4
Mesabi Community College		IV	1	42.0	1	55.5	32.		6.0	18	9	43.8	38.6
Minneapolis Community Coll.		IV	1	41.7	1	54.4	30.		6.2	29	37	42.7	41.0
Normandale Community College		IV	1	41.6	1	54.2	30.		6.6	82	64	42.3	40.6
North Hennepin Comm. College		IV	1	41.0	1	53.5	30.		5.7	46	40	43.2	38.6
Northland Community College		IV	2	39.3	1	52.3	33.		6.9	15	5	---	---
Rainy River Community Coll.		IV	2	38.9	1	51.8	33.		7.6	16	8	40.2	36.2
Rochester Community College		IV	1	41.7	1	55.1	32.		5.9	51	29	43.3	39.0
Vermilion Community College		IV	2	36.5	2	49.1	34.		6.7	12	8	36.7	36.3
Willmar Community College		IV	2	40.9	1	54.2	32.		6.3	28	7	42.8	33.6
Worthington Community Coll.		IV	2	40.7	1	53.9	33.		7.2	17	6	42.3	36.1
MISSISSIPPI													
Coahoma Community College		IV	5	22.9	5	27.2	19.			34	24	22.6	23.3
Copiah Community Jr. College		IV	5	25.3	5	30.9	22.			46	34	26.2	24.2
East Central Community Coll.		IV	5	24.4	5	29.9	23.			30	19	25.3	23.0
East Mississippi Comm. Coll.		IV	5	21.0	5	25.9	24.			36	32	21.5	20.4
Hinds Comm.College-Raymond		IV	4	28.4	4	35.1	23.			168	221	28.6	28.3
Holmes Junior College		IV	5	23.9	5	29.1	21.			43	60	24.0	23.9
Itawamba Community College		IV	4	27.5	4	33.5	22.			63	60	27.9	27.1
Jones County Junior College		IV	3	31.3	3	38.8	24.			68	73	31.7	31.0
Meridian Community College		IV	5	25.4	5	30.4	20.			57	73	24.5	26.0
Miss. Delta Junior College		IV	5	26.3	5	31.4	19.			34	61	26.1	26.4
Miss. Gulf Coast Comm. Coll.	102	IV	4	28.0	4	34.2	22.			159	153	28.8	27.3
Northeast Miss. Junior Coll.		IV	4	28.5	4	34.6	21.			46	70	27.9	29.0
Northwest Miss. Comm. Coll.		IV	4	29.3	4	35.7	22.			62	99	29.4	29.3
Southwest Miss. Junior Coll.		IV	4	28.5	4	34.5	21.			20	27	27.7	29.2
Wood Junior College		IV	5	16.6	5	20.1	21.	35.	6.0	4	16	---	---
MISSOURI													
Crowder College	1	IV	5	23.0	5	27.1	18.			48	20	23.2	22.3
East Central College		IV	3	30.0	4	35.3	18.	75.		37	19	31.3	27.4
Jefferson College		IV	3	30.0	4	35.1	17.	79.	8.2	56	30	30.8	28.5
Kemper Military School &Coll		IV	5	18.8	5	20.7	10.		----	5	3	---	---
Metropolitan Comm.Coll.Dist.	94	IV	2	34.3	3	41.6	21.	59.	5.7	151	91	36.1	31.3
Mineral Area College		IV	4	28.8	4	34.6	20.			25	22	31.0	26.2
Moberly Area Junior College		IV	5	24.4	5	28.4	16.	41.		13	19	26.6	22.9
North Central Missouri Coll.		IV	5	26.1	5	31.1	19.	63.	4.0	8	11	29.0	23.9
St. Charles Co. Comm. Coll.		IV	4	27.4	5	32.6	19.			21	29	27.9	27.0
State Fair Community College		IV	5	25.0	5	29.0	16.		5.7	31	21	24.4	25.9
Three Rivers Comm. College		IV	5	23.4	5	28.0	19.		5.0	31	19	23.9	22.6
MONTANA													
Dawson Community College		IV	4	28.0	4	35.0	25.	72.		14	4	---	---
Flathead Valley Comm. Coll.		IV	3	30.8	3	37.1	20.	89.		21	7	31.3	29.4
Miles Community College		IV	5	26.0	4	32.9	26.		2.9	10	10	27.5	24.6
Salish Kootenai Comm.College		IV	5	21.9	5	27.6	26.			10	11	21.7	22.1

APPENDIX II

NAME OF INSTITUTION	NOTES	(1) INST CATEGORY	(2) RATING OF AVG SAL	(3) AVERAGE SALARY (THOUS.)	(4) RATING OF AVG COMP	(5) AVERAGE COMP. (THOUS.)	(6) BEN AS% SAL	(7) PCT TEN	(8) PCT.INCR. CONT.FAC	(9) NUMBER OF FULLTIME FAC MEN	(9) NUMBER OF FULLTIME FAC WOMEN	(10) AVERAGE SALARY BY SEX MEN	(10) AVERAGE SALARY BY SEX WOMEN
NEBRASKA													
Central Community College	46	IV	5	24.3	5	31.2	28.		15.0	72	54	25.6	22.6
Metropolitan Community Coll.	95	IV	4	28.1	4	34.7	23.		21.5	64	55	28.2	28.0
Mid Plains NE Tech Comm Coll	97	IV	4	29.3	3	36.9	26.	ALL		52	25	30.0	28.0
Northeast Community College		IV	4	27.5	4	35.7	30.		8.3	61	18	28.0	25.8
Southeast Community College	127	IV	4	27.7	4	36.0	30.		8.2	142	86	28.2	26.9
Western Nebraska Comm. Coll.	169	IV	5	24.9	4	33.1	33.		6.9	54	14	25.7	22.2
NEVADA													
Clark County Community Coll.		IV	2	34.3	3	40.4	18.	40.		84	57	35.9	31.9
Northern Nevada Comm.College		IV	2	34.2	3	40.8	19.	50.		12	6	32.5	37.5
Truckee Meadows Comm.College		IV	2	36.9	2	44.1	20.	66.		41	38	37.3	36.5
Western Nevada Comm. College	168	IV	2	37.4	2	45.0	20.	54.	7.0	27	27	42.3	32.5
NEW MEXICO													
Eastern New Mexico U-Clovis		IV	5	24.8	5	31.4	27.	12.	4.9	20	13	25.2	24.1
New Mexico Junior College		IV	3	31.4	4	35.8	14.		5.3	41	15	31.7	30.4
Santa Fe Community College		IV	4	27.7	4	33.3	20.			53	26	27.9	27.2
NEW YORK													
Berkeley Coll. Westchester		IV	5	21.5	5	27.1	26.			2	8	---	---
NORTH CAROLINA													
Alamance Community College		IV	4	28.0	4	34.8	25.		10.2	40	33	29.0	26.6
Anson Community College		IV	5	26.2	5	32.5	24.			14	7	26.8	25.0
Ashvle Buncombe Tech.Comm C.		IV	4	29.3	4	35.8	22.			50	33	30.5	27.5
Beaufort County Comm.Coll.		IV	4	27.0	4	33.7	25.			20	18	27.5	26.4
Bladen Community College		IV	5	23.9	5	29.8	25.			10	12	23.8	24.0
Blue Ridge Community College		IV	4	28.5	4	35.4	24.		6.0	24	16	29.1	27.7
Brunswick Community College		IV	5	25.1	5	31.2	25.			11	13	25.8	24.4
Caldwell Comm.Coll.&Tech Ins	1	IV	5	25.5	5	30.8	21.			29	34	26.8	24.5
Cape Fear Technical Inst.		IV	4	28.5	4	35.3	24.			50	23	29.6	26.1
Carteret Community College	1	IV	5	25.2	5	31.4	25.		9.5	17	24	25.5	25.1
Catawba Valley Comm. College		IV	4	28.1	4	34.9	24.		6.0	47	30	28.9	26.7
Central Carolina Comm. Coll.		IV	5	25.1	5	31.3	25.			45	34	27.1	22.6
Central Piedmont Comm. Coll.		IV	3	31.6	3	39.3	24.		6.4	118	97	32.9	30.1
Chowan College		IV	5	26.3	5	31.8	21.	69.	1.2	34	21	27.4	24.6
Cleveland Community College		IV	5	26.2	5	32.6	24.			28	19	27.0	25.1
Coastal Carolina Comm. Coll.		IV	4	28.2	4	35.1	25.			55	49	29.9	26.4
College of the Albenarle		IV	4	27.0	4	33.4	24.			26	22	27.3	26.6
Craven Community College		IV	4	26.8	4	33.5	25.			30	25	27.8	25.5
Davidson County Comm. Coll.		IV	3	32.5	3	40.2	24.			38	24	33.5	30.9
Durham Technical Comm. Coll.		IV	4	29.0	4	36.3	25.			45	45	29.1	28.9
Edgecombe Community College		IV	5	24.5	5	30.6	25.			17	41	26.3	23.7
Fayetteville Tech.Comm.Coll.		IV	4	28.7	4	35.6	24.			97	87	29.4	27.9
Forsyth Tech. Comm. College		IV	3	30.6	3	37.6	23.			60	63	32.1	29.1
Gaston College		IV	4	29.0	4	35.9	24.			59	38	29.6	27.9
Guilford Technical Comm Coll		IV	4	28.7	4	35.6	24.			91	78	29.3	28.1
Halifax Community College		IV	5	23.8	5	30.0	26.			22	26	23.1	24.3
Haywood Community College		IV	4	27.1	4	33.8	25.		6.0	42	17	27.0	27.4
Isothermal Community College		IV	4	27.2	4	33.8	24.			29	27	28.0	26.3
James Sprunt Comm. College		IV	5	24.7	5	30.7	24.			17	18	24.4	25.0
Johnston Community College		IV	5	24.1	5	30.1	25.			54	46	25.4	22.6
Lenoir Community College		IV	5	26.0	5	32.3	24.			41	40	27.2	24.7
McDowell Tech. Comm. College		IV	5	24.7	5	30.7	25.		6.0	18	9	24.7	24.6
Martin Community College		IV	5	25.3	5	31.5	24.			16	12	25.9	24.6
Mayland Community College		IV	5	25.9	5	32.2	24.			15	11	26.0	25.8
Mitchell Community College		IV	5	26.2	4	33.2	26.			27	20	26.5	25.8
Montgomery Community College		IV	5	22.9	5	28.6	25.			18	8	22.9	22.9
Nash Community College		IV	4	27.2	4	34.2	26.			17	22	29.6	25.4
Pamlico Community College		IV	5	22.3	5	27.7	24.			5	3	---	---
Piedmont Community College		IV	5	24.1	5	31.0	28.			28	19	25.1	22.8
Pitt Community College		IV	4	27.9	4	34.5	24.			45	53	29.0	26.9
Randolph Community College		IV	4	27.1	4	33.7	24.			28	19	28.1	25.8
Richmond Community College		IV	4	28.9	4	35.8	24.			23	11	26.8	33.3
Roanoke-Chowan Comm. College	4	IV	5	26.3	4	32.7	24.		6.1	6	16	26.7	26.2
Robeson Community College		IV	4	28.0	4	34.7	24.			15	30	27.4	28.2
Rockingham Community College	1	IV	4	27.9	4	34.9	25.			27	24	28.2	27.7
Rowan-Cabarrus Comm. College		IV	4	28.6	4	35.6	24.			28	34	29.5	27.9
Sampson Community College		IV	5	23.6	5	29.4	25.			13	31	25.9	22.6
Sandhills Community College		IV	4	29.4	4	36.5	24.			54	40	31.2	26.9
Southeastern Community Coll.		IV	5	26.1	5	32.4	24.		6.0	21	31	27.0	25.5

APPENDIX II

NAME OF INSTITUTION	NOTES	(1) INST CATEGORY	(2) RATING OF AVG SAL	(3) AVERAGE SALARY (THOUS.)	(4) RATING OF AVG COMP	(5) AVERAGE COMP. (THOUS.)	(6) BEN AS% SAL	(7) PCT TEN	(8) PCT.INCR. CONT.FAC	(9) NUMBER OF FULLTIME FAC MEN	(9) NUMBER OF FULLTIME FAC WOMEN	(10) AVERAGE SALARY BY SEX MEN	(10) AVERAGE SALARY BY SEX WOMEN
NORTH CAROLINA (CONTD)													
Southwestern Community Coll.		IV	5	25.4	5	31.6	24.			17	26	27.0	24.3
Stanly Community College		IV	4	27.4	4	34.0	24.			17	26	30.9	25.1
Surry Community College		IV	5	26.7	4	33.6	26.			42	26	27.7	24.9
Tri-County Community College		IV	5	22.8	5	28.6	26.			13	10	23.1	22.4
Vance-Granville Comm.College		IV	5	25.1	5	31.2	24.		6.8	30	41	26.6	24.0
Wake Technical Comm. College		IV	4	27.7	4	34.3	24.			80	83	27.8	27.5
Wayne Community College		IV	4	27.2	4	33.9	24.		7.3	46	39	28.6	25.6
Western Piedmont Comm. Coll.		IV	4	27.5	4	34.0	24.			30	30	29.9	25.1
Wilkes Community College		IV	3	31.7	3	39.3	24.			33	30	32.3	31.0
Wilson Technical Comm. Coll.		IV	4	27.9	4	34.6	24.			20	19	29.6	26.1
NORTH DAKOTA													
North Dakota St.Coll.of.Sci.	1	IV	4	29.4	3	38.3	30.	76.	5.5	106	25	29.7	28.3
North Dakota St.U.-Bottineau		IV	4	27.8	4	35.1	26.	52.		16	5	---	---
Univ. of N. Dak.-Lake Region		IV	4	29.1	3	37.3	28.	52.		14	7	29.6	28.3
OHIO													
Cincinnati Technical College		IV	2	33.9	2	42.1	24.	38.	10.0	82	56	37.0	29.4
Hocking Technical College		IV	3	32.7	3	40.7	24.			46	56	32.7	32.7
Lakeland Community College		IV	1	41.9	2	50.1	19.	89.	5.3	61	34	43.4	39.2
OKLAHOMA													
Carl Albert State College		IV	5	26.4	5	32.0	21.			25	12	27.7	23.6
Eastern Oklahoma State Coll.		IV	3	30.8	3	37.3	21.	51.		30	21	31.4	30.0
Oklahoma City Community Coll	1	IV	3	31.7	3	39.9	26.		5.3	52	47	32.0	31.4
Okla.State Univ.-Tech.Br.		IV	4	28.8	3	36.8	28.		4.7	102	28	30.0	24.4
Rose State College	1	IV	3	31.0	3	38.7	25.	71.	4.7	79	69	32.1	29.8
OREGON													
Blue Mountain Community Coll		IV	2	36.7	2	49.1	34.	88.		50	17	37.4	34.7
Chemeketa Community College		IV	3	33.7	2	45.4	35.			119	107	36.1	31.1
Clackamas Community College		IV	2	34.7	2	45.9	32.	85.		81	56	34.5	35.0
Clatsop Community College		IV	4	29.6	3	40.8	38.	98.		24	17	29.9	29.0
Lane Community College		IV	3	33.4	2	45.9	38.			140	126	34.8	31.8
Linn-Benton Community Coll.		IV	3	31.9	2	42.9	35.			74	60	33.6	29.7
Mount Hood Community College		IV	2	34.7	2	47.3	36.	70.		104	70	35.0	34.1
Portland Community College		IV	2	34.7	2	47.4	37.	80.		211	158	35.7	33.5
Rogue Community College		IV	3	30.8	2	42.1	37.			30	26	33.0	28.3
Treasure Valley Comm.College		IV	3	29.7	3	40.2	35.	80.		36	15	30.5	27.7
Umpqua Community College		IV	3	31.6	3	41.5	32.			36	27	32.9	29.8
SOUTH CAROLINA													
Aiken Technical College		IV	4	27.9	4	34.4	23.			33	20	28.7	26.5
Anderson College		IV	5	26.2	5	32.5	24.	76.		25	26	26.6	25.9
Chesterfield-Marlboro Tech C		IV	5	23.3	5	29.1	25.			14	10	24.9	21.1
Clinton Junior College		IV	5	9.0	5	9.9	10.			3	6	---	---
Denmark Technical College		IV	5	26.7	4	32.7	23.			28	13	26.7	26.5
Florence-Darlgtn. Tech.Coll.		IV	4	28.6	4	35.4	24.		4.9	46	50	29.3	27.9
Greenville Technical College		IV	5	26.2	5	32.5	24.			104	114	28.7	24.0
Horry-Georgetown Tech. Coll.		IV	4	27.6	4	34.0	23.			42	20	27.9	26.9
Midlands Technical College		IV	4	29.1	4	35.0	20.	ALL		93	126	31.2	27.6
Orangeburg Calhoun Tech.Coll		IV	5	24.8	5	30.6	24.			22	34	26.0	24.0
Piedmont Technical College		IV	5	26.2	5	32.5	24.			41	31	27.2	24.9
Spartanburg Methodist Coll.		IV	4	26.9	5	31.8	18.	52.	6.0	11	12	28.5	25.5
Spartanburg Technical Coll.		IV	5	25.0	5	31.0	24.		6.0	41	46	26.1	24.0
Sumter Area Tech. College	1	IV	5	26.4	4	32.7	24.			26	33	26.5	26.3
Tech. Coll.of the Lowcountry	134	IV	5	24.9	5	30.8	24.		7.0	18	18	25.0	24.7
Tri-County Technical College		IV	5	26.5	5	32.5	23.			58	41	27.1	25.8
Trident Technical College	1	IV	4	29.2	4	35.6	22.			79	85	29.8	28.5
Williamsburg Technical Coll.		IV	5	22.3	5	28.3	27.			6	6	22.4	22.2
York Technical College		IV	5	26.0	5	31.9	23.			35	44	27.1	25.1
SOUTH DAKOTA													
Presentation College		IV	5	26.7	5	32.1	20.			4	19	---	---
TENNESSEE													
Tomlinson College		IV	5	21.2	5	22.8	8.	46.	10.0	7	6	22.5	19.7

APPENDIX II

TEXAS

NAME OF INSTITUTION	NOTES	(1) INST CATEGORY	(2) RATING OF AVG SAL	(3) AVERAGE SALARY (THOUS.)	(4) RATING OF AVG COMP	(5) AVERAGE COMP. (THOUS.)	(6) BEN AS% SAL	(7) PCT TEN	(8) PCT.INCR. CONT.FAC	(9) NUMBER OF FULLTIME FAC MEN	(9) NUMBER OF FULLTIME FAC WOMEN	(10) AVERAGE SALARY BY SEX MEN	(10) AVERAGE SALARY BY SEX WOMEN
Alvin Community College	1	IV	2	35.3	3	41.1	16.	88.	6.1	63	38	36.2	33.8
Angelina College		IV	2	34.1	3	40.0	17.	70.		36	37	35.7	32.5
Austin Community College	37	IV	2	34.2	3	40.4	18.		8.5	125	95	33.3	35.3
Bee County College		IV	4	27.6	5	32.6	18.		5.2	40	52	30.0	25.7
Blinn College	44	IV	4	28.2	4	33.8	20.			98	60	29.3	26.5
Brookhaven College		IV	2	39.5	2	45.4	15.		5.0	45	51	39.6	39.4
Cedar Valley College		IV	2	37.9	2	43.7	15.		5.0	36	18	38.8	36.0
Central Texas College		IV	3	31.2	3	37.1	19.			56	47	32.1	30.3
Cisco Junior College		IV	5	26.4	5	31.0	18.	53.		35	22	26.8	25.7
Clarendon College		IV	4	27.8	4	32.8	18.	22.		17	10	29.1	25.7
College of the Mainland		IV	2	36.6	2	43.7	19.	65.		40	39	39.0	34.2
Collin County Comm. College		IV	4	27.7	4	33.1	20.			43	55	28.2	27.3
Cooke County College		IV	4	27.4	5	32.4	18.			35	34	28.4	26.4
Eastfield College		IV	1	42.6	2	48.7	14.		5.0	76	37	43.8	40.1
El Centro College		IV	2	39.1	2	44.9	15.		5.0	54	91	41.7	37.5
El Paso Community College	62	IV	3	33.8	3	39.5	17.	56.	3.7	157	122	35.8	31.2
Grayson County College		IV	3	31.1	3	40.4	30.			49	38	33.6	27.8
Hill College		IV	4	27.3	5	32.4	18.	42.	2.1	31	17	28.0	26.1
Houston Community College		IV	4	29.5	4	34.5	17.	19.	2.5	255	234	29.7	29.2
Laredo Junior College		IV	3	31.8	3	40.8	28.	59.		100	68	31.6	32.1
McLennan Community College		IV	2	34.8	3	40.0	15.	73.		78	65	35.6	33.8
Midland College		IV	2	34.2	2	43.7	28.		2.9	47	30	34.8	33.3
Mountain View College		IV	1	41.9	2	48.0	14.		5.0	60	27	42.5	40.7
Navarro College		IV	4	29.1	4	35.9	23.		2.8	37	31	30.7	27.3
North Harris Co. Coll. Dist.		IV	3	32.8	3	38.7	18.	73.		118	125	32.6	32.9
North Lake College		IV	2	40.3	2	46.3	15.		5.0	40	33	40.5	40.2
Paris Junior College	1	IV	4	27.7	4	34.4	24.	47.	4.5	31	41	29.3	26.4
Ranger Junior College		IV	5	23.8	5	27.7	16.	54.		14	14	24.7	22.9
Richland College		IV	1	42.1	2	48.2	14.		5.0	90	76	43.8	40.1
San Jacinto College	124	IV	3	32.7	3	39.5	21.			201	218	33.6	31.8
Southwest Texas Junior Coll.		IV	2	33.9	3	40.4	19.	46.	4.3	32	22	34.8	32.6
Temple Junior College		IV	3	33.4	3	41.2	23.	74.		35	41	34.4	32.6
Texas Southmost College		IV	3	30.3	3	37.1	22.	60.		97	59	30.3	30.3
Texas State Tech.Inst.-Amrlo		IV	4	27.1	4	36.7	35.		3.0	44	17	27.6	26.0
Texas State Tech.Inst.-Hrlgn		IV	4	27.4	4	35.8	31.		3.2	118	38	28.1	25.2
Texas State Tech.Inst.-Swter		IV	4	26.9	4	34.4	28.			44	23	27.6	25.5
Texas State Tech.Inst.-Waco		IV	4	28.5	3	37.0	30.		5.6	241	38	28.7	27.4
Trinity Valley Comm. College	139	IV	3	31.1	3	38.6	24.		5.0	70	49	33.3	27.8
Tyler Junior College		IV	3	32.3	3	37.4	16.		7.0	87	100	32.9	31.8
Vernon Regional Jr. College	1	IV	4	27.6	4	36.0	31.			21	28	29.3	26.3
Victoria College		IV	2	35.2	2	43.4	23.	55.	4.2	49	46	36.5	33.7
Wharton County Junior Coll.	1	IV	3	30.9	3	38.3	24.			52	43	32.4	29.0

UTAH

NAME OF INSTITUTION	NOTES	(1) INST CATEGORY	(2) RATING OF AVG SAL	(3) AVERAGE SALARY (THOUS.)	(4) RATING OF AVG COMP	(5) AVERAGE COMP. (THOUS.)	(6) BEN AS% SAL	(7) PCT TEN	(8) PCT.INCR. CONT.FAC	(9) NUMBER OF FULLTIME FAC MEN	(9) NUMBER OF FULLTIME FAC WOMEN	(10) AVERAGE SALARY BY SEX MEN	(10) AVERAGE SALARY BY SEX WOMEN
College of Eastern Utah		IV	4	27.9	3	38.4	37.	44.		44	19	28.4	26.9
Dixie College		IV	4	27.8	3	37.8	36.	46.	5.8	52	18	29.2	23.7

VIRGINIA

NAME OF INSTITUTION	NOTES	(1) INST CATEGORY	(2) RATING OF AVG SAL	(3) AVERAGE SALARY (THOUS.)	(4) RATING OF AVG COMP	(5) AVERAGE COMP. (THOUS.)	(6) BEN AS% SAL	(7) PCT TEN	(8) PCT.INCR. CONT.FAC	(9) NUMBER OF FULLTIME FAC MEN	(9) NUMBER OF FULLTIME FAC WOMEN	(10) AVERAGE SALARY BY SEX MEN	(10) AVERAGE SALARY BY SEX WOMEN
Southern Seminary College		IV	5	25.5	5	29.9	17.		6.7	6	11	26.2	25.2

WASHINGTON

NAME OF INSTITUTION	NOTES	(1) INST CATEGORY	(2) RATING OF AVG SAL	(3) AVERAGE SALARY (THOUS.)	(4) RATING OF AVG COMP	(5) AVERAGE COMP. (THOUS.)	(6) BEN AS% SAL	(7) PCT TEN	(8) PCT.INCR. CONT.FAC	(9) NUMBER OF FULLTIME FAC MEN	(9) NUMBER OF FULLTIME FAC WOMEN	(10) AVERAGE SALARY BY SEX MEN	(10) AVERAGE SALARY BY SEX WOMEN
Bellevue Community College		IV	3	33.8	2	43.3	28.	76.		53	45	34.9	32.4
Big Bend College		IV	2	34.1	2	43.8	28.	78.		27	14	35.2	32.1
Centralia College	1	IV	3	31.7	3	40.3	27.	76.	4.7	33	17	32.6	30.1
Clark College		IV	3	32.8	2	42.0	28.	83.		67	48	33.3	32.0
Columbia Basin College		IV	3	32.6	3	41.3	27.	80.		57	26	33.4	31.0
Comm. Colleges of Spokane	52	IV	3	32.7	3	41.9	28.	82.	7.8	214	127	33.3	31.6
Edmonds Community College		IV	3	32.6	3	41.7	28.	66.		63	43	33.0	31.9
Everett Community College		IV	3	33.2	2	42.2	27.	82.		60	35	33.5	32.8
Garrett Heyns Comm. College		IV	2	34.8	2	44.7	28.	94.		12	5	---	---
Grays Harbor College		IV	3	33.2	2	42.2	27.	69.	6.2	30	9	33.3	32.9
Green River Community Coll.		IV	2	36.6	2	46.8	28.	87.		74	24	36.8	35.7
Highline Community College		IV	3	33.3	2	42.8	29.	79.		68	50	34.3	32.0
Lower Columbia College		IV	3	32.2	3	41.1	28.	84.		51	25	32.9	30.6
North Seattle Comm. College		IV	3	33.5	2	42.8	28.	92.		56	40	34.4	32.2
Olympic College		IV	3	33.7	2	43.3	28.	80.		61	29	34.5	32.2
Pierce College		IV	3	32.4	3	41.4	28.	69.		52	38	33.9	30.5
Seattle Central Comm.College		IV	3	32.8	2	42.1	28.	40.		75	63	33.7	31.8
Seattle Comm. Coll. District		IV		-----		-----	---				1		---
Shoreline Community College		IV	2	34.2	2	43.9	28.	81.		69	68	34.9	33.5
Skagit Valley College		IV	3	31.0	3	39.8	28.	66.		46	34	31.8	30.1
South Puget Sound Comm.Coll.		IV	3	30.8	3	38.2	24.	76.	5.8	36	27	31.2	30.3

NAME OF INSTITUTION	NOTES	(1) INST CATEGORY	(2) RATING OF AVG SAL	(3) AVERAGE SALARY (THOUS.)	(4) RATING OF AVG COMP	(5) AVERAGE COMP. (THOUS.)	(6) BEN AS% SAL	(7) PCT TEN	(8) PCT.INCR. CONT.FAC	(9) NUMBER OF FULLTIME FAC		(10) AVERAGE SALARY BY SEX	
										MEN	WOMEN	MEN	WOMEN
WASHINGTON (CONTD)													
South Seattle Comm. College		IV	3	32.7	3	41.9	28.	80.		55	14	33.2	30.6
Spokane Community College		IV	3	32.5	3	41.7	28.	83.		128	73	33.2	31.3
Spokane Falls Comm. College		IV	3	32.9	2	42.2	28.	81.		86	54	33.5	31.9
Tacoma Community College		IV	2	35.3	2	44.5	26.	74.	5.0	49	28	36.8	32.7
Walla Walla Community Coll.	160	IV	3	32.2	3	41.3	28.	76.		55	33	32.2	32.3
Wenatchee Valley College	163	IV	3	29.8	3	38.1	28.	63.		32	24	31.0	28.2
Whatcom Community College		IV	4	29.6	3	37.5	27.	78.	6.9	13	14	29.4	29.8
Yakima Valley Comm. College		IV	2	35.0	2	44.8	28.	73.		56	38	36.2	33.3
WISCONSIN													
Chippewa Valley Tech. Coll.		IV	2	36.2	2	47.7	32.		5.3	107	78	36.4	36.1
Gateway Technical College	69	IV	2	39.5	2	51.5	30.		4.3	109	127	39.5	39.5
Milwaukee Area Tech. College	101	IV	2	40.2	1	55.8	39.		0.0	342	259	41.2	38.9
WYOMING													
Laramie County Comm. College		IV	3	31.3	3	39.6	26.		4.2	43	35	32.7	29.7

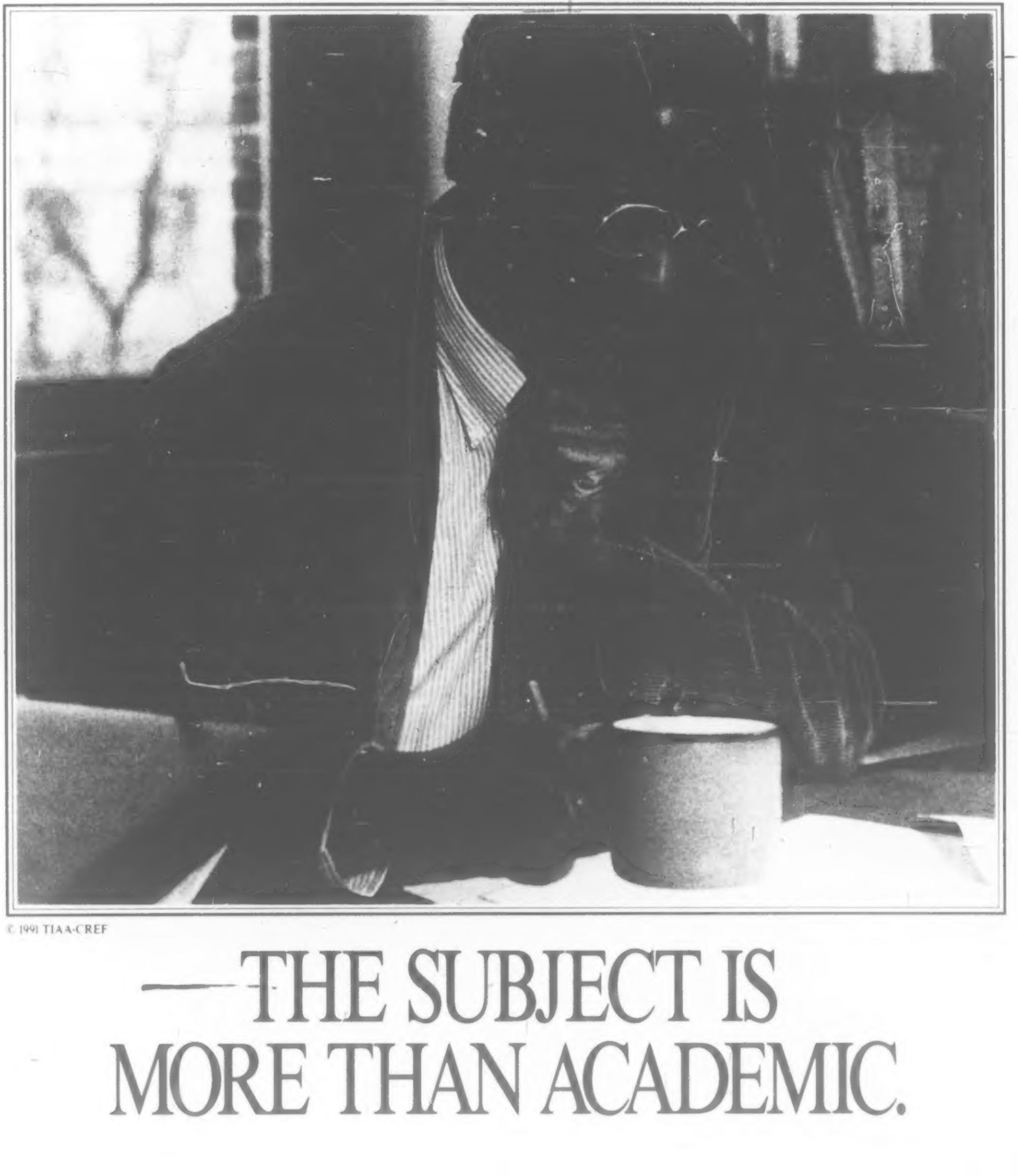
NOTES TO APPENDIXES I AND II

For the purpose of this survey, twelve-month salaries are converted to a standard academic-year basis. A factor of 9/11 (or 81.8%) is used except when an institution provides a different formula. The first twenty-five notes are used to indicate the specific formula provided by the institution.

1. Conversion factor of 75.0%
2. Conversion factor of 76.9%
3. Conversion factor of 80.0%
4. Conversion factor of 83.3%
5. Conversion factor of 85.7%
6. Conversion factor of 90.0%
7. Conversion factor of 86.0%
8. Conversion factor of 86.2%
9. Conversion factor of 84.8%
10. Conversion factor of 86.4%
11. Conversion factor of 86.9%
12. Conversion factor of 90.8%
13. Conversion factor of 92.3%
14. Conversion factor of 87.5%
15. Conversion factor of 91.7%
16. Conversion factor of 91.1%
17. Conversion factor of 76.3%
18. Conversion factor of 76.6%
19. Conversion factor of 85.5%
20. Conversion factor of 71.4%
21. Conversion factor of 82.2%
22. Conversion factor of 83.0%
23. Conversion factor of 94.7%
24. Conversion factor of 84.2%
25. Conversion factor of 78.8%
26. The retirement component does not include the contribution made for unfunded retirement liability.
27. The compensation figures also include a portion of the employee's contribution to the Social Security program which is paid by the state (5.85 percent of the first $16,500 of salary).
28. Data provided by Chancellor's Office of the California Community Colleges. Data are shown under "men" but apply to both men and women combined. Fringe benefits estimated.
29. Average compensation includes the portion of the employee's contribution to Social Security which is paid by the state (5.85 percent of first $16,500 of salary). See note 1.
30. Data reflect the December 1, 1990 two percent reduction of the 1990-91 salary increase.
31. Data include the December 1, 1990 reduction of two percent of the 1990-91 salary increase.
32. *Air Force Institute of Technology*—Fringe benefits have been estimated.
33. *Alverno College*—After five years of employment, faculty are granted continuous employment rather than tenure. See note 1.
34. *American University*—Annual raises become effective at the start of the spring semester; therefore, the figures shown include one half of the annual raise.
35. *Antioch University*—Data also include Antioch College, School for Adult and Exp. Learning, Antioch New England, Antioch Seattle, Antioch Los Angeles, and Antioch Santa Barbara.
36. *Austin College*—The average compensation published in 1989-90 Annual Report should have been 55.0, 42.8, 35.6, and 45.6 instead of 54.7, 42.6, 35.4, and 45.4 for Professor, Associate, Assistant, and All Ranks Combined. See note 1.
37. *Austin Community College*—Data include Austin, Rio Grande, Northridge, Riverside, Eastridge, Southwest Center, Rutherford, and Oaks campuses. See note 1.
38. *Baker College of Flint*—Data include Flint, Muskegon, Cadillac, Owosso, Port Huron, Pontiac, and Mt. Clemens campuses.
39. *Barclay College*—Formerly known as Friends Bible College.
40. *Barton College*—Formerly known as Atlantic Christian College.
41. *Belleville Area College District*—Data include Belleville, Grand City and Red Bud campuses.
42. *Beloit College*—Not included in the salary or compensation figures is a $2000 stipend given each faculty member participating in the new student orientation program.
43. *Black Hawk College*—Data also include the East campus.
44. *Blinn College*—Data include Brenham, Bryan/College Station, FCI Bastrop, and TDC Huntsville campuses.
45. *Cayuga County Community College*—Data do not reflect salary increases since 1988-89. New collective bargaining contract still under negotiations.
46. *Central Community College*—Data include Grand Island, Hastings, and Platte campuses. See note 24.
47. *Charles County Community College*—Data include LaPlata, St. Mary's County and Calvert County Community Colleges.
48. *Chicago City Colleges*—Data includes all eight campuses.
49. *The College of Santa Fe*—Data also include the Albuquerque Center. See note 1.
50. *Columbia University*—Data do not include Applied Sciences Faculty.
51. *Community College of Allegheny County*—Data include Allegheny, Boyce, South, and North campuses.
52. *Community Colleges of Spokane*—Formerly known as Washington State Community College District. Data include Spokane, Spokane Falls community colleges and institutions of extended learning.
53. *Connecticut Community Colleges*—Data include Asnuntuck, Greater Hartford, Housatonic, Manchester, Mattatuck, Middlesex, Mohegan, Northwestern, Norwalk, Quinebaug, South Centra, and Tunxis Community Colleges.
54. *Connecticut Technical Colleges*—Data include Hartford, Norwalk, Thames Valley, Waterbury, State Technical Colleges.
55. *County College of Morris*—No fringe benefits information provided.
56. *Cornell University (Endowed Colleges)*—Data include the College of Architecture, Arts, and Planning, Arts and Sciences, Engineering, School of Hotel Administration, Law School, Johnson Graduate School of Management, and African Studies and Research Center.
57. *Cornell University-Statutory Colleges*—Data include College of Agricultural and Life Sciences, Human Ecology, Industrial and Labor Relations, and Veterinary Medicine.
58. *Davidson College*—1989-90 data revised after publication. Average Salary for rank of Associate should have been 39.5 rather than 39.4; compensation 50.2 rather than 50.3. Assistant average compensation 38.2 rather than 38.4.
59. *Detroit College of Business*—Data include Dearborn, Flint, and Warren campuses.
60. *Eastern Illinois University*—The 1989-90 average salary for men professors should have been 42.7 rather than 42.3; average for men and women combined should have been 42.0 rather than 41.6, and All Ranks Combined 35.0 rather than 34.9.
61. *Eastern Iowa Community College District*—Data include Scott, Muscatine, and Clinton Community Colleges.
62. *El Paso Community College*—Data include Valle Verde, Rio Grande, Transmountain, and Fort Bliss campuses. See note 1.
63. *Embry-Riddle Aeronautical University*—Data also include Daytona Beach, Fla. and Prescott, Ariz. campuses. See note 3.
64. *Fairleigh Dickinson University*—Data include Rutherford, Teaneck, and Madison campuses and Edward Williams College. See note 4.
65. *Florida Atlantic University*—Data include Boca Raton, Broward and North Palm Beach campuses.
66. *Front Range Community College*—Data include Westminster campus and Larimer County Center in Fort Collins.
67. *Gadsen State Community College*—Data include Gadsen, EB, VS, Anniston, Ft. McClellan, and Talladega campuses. See note 1.
68. *Gannon University*—Data also include the Villa Maria campus.
69. *Gateway Technical College*—Data include Kenosha, Racine, and Walworth County Colleges.
70. *Georgia Southern University*—Institutional category published last year was erroneous, should have been IIA (Comprehensive) rather than IIB (General Bacc.). See note 2.
71. *Golden Gate University*—Data also include campus in Ft. Myer, Fla.
72. *Greenfield Community College*—No salary increase given since September 1988. Collective bargaining contract expired June 30, 1989.
73. *Hardin University*—Data also include Harding Graduate School of Religion.
74. *Harrisburg Area Community College*—Data include Wildwood, Lancaster, and Lebanon campuses. See note 3.
75. *Haverford College*—Not reflected in compensation, Haverford offers substantial benefits in the form of subsidized faculty housing or reduced rate mortgages. Based on prevailing rental rates, this subsidy amounts to an additional benefit of at least $3,000 on average.
76. *Hebrew Union College*—Data include Cincinnati, Los Angeles, and New York campuses. Because Hebrew Union, which is predominantly a graduate institution, has a very substantial portion of its faculty at the full professor level at the top of the scale, average salary/comp. reflects an upward skewing that can be deceptive.
77. *Idaho State University*—Data also include Vocational Tech Education Faculty.
78. *Illinois Eastern Community Colleges*—Data include Frontier Community, Lincoln Trail, Olney Central, and Wabash Valley Colleges. See note 1.
79. *Indian Hills Community College*—Data include Ottumwa and Centerville campuses.
80. *Indiana University of Pennsylvania*—Data include Indiana, Armstrong, and Punxsutawney campuses. Data do not reflect the 1990-91 salary increase. See Footnote 26.
81. *Inter American University of Puerto Rico*—Data include Metropolitan and San German campuses, Bayamon and Arecibo University Colleges, School of Law and Aquadilla, Barranquitas Fajardo, Guayama and Ponce Regional Campuses.
82. *Iona College*—Data include New Rochelle and Yonkers campuses.
83. *Iowa Valley Community College District*—Data include Ellsworth and Marshalltown Community Colleges.
84. *J. Sargeant Reynolds Community College*—Data include Downtown, Parham Road, Western and Richmond campuses.
85. *Lewis-Clark State College*—Data include both academics and vocational education faculty.
86. *Lincoln College*—Data include Lincoln and Normal campuses.
87. *Linfield College*—Data include McMinnville and Portland Campuses.
88. *Long Island University*—Data include C.W. Post, Brooklyn, Southampton, Brentwood, and Rockland campuses.
89. *Los Angeles College of Chiropractic*—Data include main campus plus satellite clinics.
90. *Louisiana State University and A&M College*—Data also include Louisiana State University Agricultural and Hebert Law Center.
91. *Manatee Community College*—Data include Bradenton and South campuses.
92. *Maricopa Community College District*—Data include Phoenix, Glendale, Gateway, Mesa, Scottsdale, Rio Salado, and South Mountain campuses.

93. *Mercer University*—Data include Macon, Northwest and Pharmacy School in Atlanta campuses.
94. *Metropolitan Community Colleges*—Data include Longview, Maple Woods, and Penn Valley Community Colleges.
95. *Metropolitan Community College*—Data include Omaha, Fort Omaha, Elkhorn Valley, South Omaha, and Fremont Center campuses. See note 17.
96. *Miami-Dade Community College*—Data include Miami, North, South, Homestead, Welfson, and Medical Center campuses. Standard academic year basis estimated by dividing twelve-month salaries by 227 by 207 and taking 90 percent of sum.
97. *Mid Plains Community College Area*—Data include Mid Plains and McCook Community Colleges.
98. *Middlesex Community College*—Data include Bedford, Burlington, and Lowell campuses. The collective bargaining agreement expired June 1989 and no salary increase is reflected in these data.
99. *Midlands Technical College*—Data also include the Airport and Beltine campuses and off-campus locations.
100. *Millersville University of Pennsylvania*—See notes 1 and 26.
101. *Milwaukee Area Technical College*—Data include the Main campus at Milwaukee and the North, South, and West campuses.
102. *Mohave Community College*—Data include Kingman, Lake Havasu City, and Bullhead City campuses.
103. *Mississippi Gulf Coast Community College*—Data include Perkinston, Jefferson Davis, and Jackson County campuses. See note 6.
104. *Mohawk Valley Community College*—Data include Utica and Rome campuses.
105. *Mt. San Jacinto College*—Data include San Jacinto and Menifee Valley campuses.
106. *National-Louis University*—Data include Evanston, Chicago, Lombard, Ill., Saint Louis, Mo., McLean, Va., Milwaukee/Beloit, Wis., Tampa, Fla., Atlanta, Ga., and Heidelberg, Germany campuses. See note 22.
107. *New York Institute of Technology*—Data include Old Westbury, Metro Center, and Central Islip campuses.
108. *North Shore Community College*—Data include Beverly and Lynn campuses. No salary increase given since 1988 due to state fiscal problems.
109. *Northeast State Technical Community College*—Formerly known as Tri-Cities State Technical Institute.
110. *Norwich University*—Data also include Military College of Vermont and Vermont College.
111. *Notre Dame College*—Fringe benefits do not include religious members who are included in the salary figures.
112. *Oakland City College*—Data also include Bedford College Center.
113. *Pace University*—Data include New York, Pleasantville, and White Plains campuses.
114. *Pennsylvania State University-IIA Campuses*—Data include Erie-Behrend, Harrisburg-Capital, and Great Valley Center. See note 26.
115. *Pennsylvania State University-III Campuses*—Data include Allentown, Altoona, Beaver, Berks, Delaware, DuBois, Fayette, Hazelton, McKeesport, Mont Alto, New Kensington, Ogontz, Schuylkill, Shenango, Valley, Wilkes-Barre, Worthington, Scranton, and York campuses. See note 26.
116. *Polk Community College*—Data include Winter Haven and Lakeland campuses.
117. *Rancho Santiago Community College District*—Data include Santa Ana and Orange campuses, Garden Grove Centennial Education, and Orange Adult Learning Centers.
118. *College of the Redwoods*—Data include Eureka, Mendocino, and Del Norte campuses.
119. *Reformed Theological Seminary*—Data also include the Orlando Extension campus.
120. *Rollins College*—Data include Winter Park and Brevard campuses.
121. *Saint Joseph's College*—Data apply to lay faculty only.
122. *Saint Peter's College*—Data include Jersey City and Englewood Cliffs campuses.
123. *Salt Lake Community College*—Data include both the Salt Lake City and Sandy campuses. See note 3.
124. *San Jacinto College District*—Data include Central, North, and South campuses.
125. *San Joaquin Delta College*—Negotiations still underway at time of submission. Therefore, data do not reflect 1990-91 salary increase.
126. *Sauk Valley Community College*—Data do not reflect 1990-91 salary increase. Negotiations still underway at time of submission.
127. *Southeast Community College*—Data include Beatrice, Lincoln, and Milford campuses.
128. *Southeastern Illinois College*—Data do not include off-campus site in correctional institutions.
129. *Southern College Seventh-Day Adventist*—Data include Collegedale and Orlando campuses.
130. *SUNY at Buffalo and Stony Brook*—Data also include the Health Sciences Faculty.
131. *Stetson University*—Data include DeLand and Saint Petersburg campuses.
132. *Sul Ross State University*—Data include Alpine and Uvalde campuses. See footnote 29.
133. *Syracuse University*—Data also include College Center of the Finger Lakes, Mid-Hudson, Rome, and Endicott-Owego Graduate Centers.
134. *Technical College of the Lowcountry*—Data include Beaufort, Hampton Extension, and Hilton Head campuses.
135. *Teikyo Westmar University*—Formerly known as Westmar University.
136. *Tennessee State University*—Data also include Avon N. Williams campus.
137. *Texas Women's University*—Data include Denton, Dallas, and Houston campuses. See footnote 27.
138. *Transylvania University*—Substantial supplements for excellence in teaching not included in salary but reflected in compensation.
139. *Trinity Valley Community College*—Data include Athens, Palestine, Terrell, and Kaufman campuses.
140. *Troy State University*—Data also include Troy, Nursing, and Phenix City campuses.
141. *Tufts University*—Data include the Arts and Sciences, Fletcher School of Law and Diplomacy, the Dental School, the School of Veterinary Medicine, and the School of Nutrition.
142. *Union County College*—Data include Cranford, Scotch Plains, Elizabeth, and Plainfield campuses.
143. *University of Alabama at Birmingham*—Data apply to the University General Schools.
144. *University of Alaska-Anchorage*—Data include Anchorage campus and Kenai. Peninsula, Kodiak, and Matanuska-Susitna campuses.
145. *University of Alaska-Fairbanks*—Data include Fairbanks, Shukchi, Kuskokwim, and Northwest campuses.
146. *University of Alaska-Southeast*—Data include Juneau, Ketchikan, and Sitka campuses.
147. *University of California System*—Data do not reflect the January salary increase. This year, the fringe benefits are significantly higher because the retirement component reflects normal cost to defined plan. A factor of 86.3 was used to convert twelve-month salaries to standard academic basis.
148. *University of Kentucky Community Colleges*—Data includes all thirteen campuses.
149. *University of Lowell*—Data do not reflect salary increase. Negotiations underway at time of submission.
150. *University of Puerto Rico-Mayaguez Campus*—Data shown under "men" are for both men and women combined.
151. *University of Rhode Island*—Data also include Narragansett Bay campus.
152. *University of St. Thomas*—Data also include School of Theology at St. Mary's Seminary.
153. *University of San Francisco*—Data shown under "Men" are for men and women combined. Number of men: 83, 31, and 26 women: 16, 19, and 12 for Professor, Associate, and Assistant ranks, respectively. Fringe benefits estimated.
154. *University of Southern Maine*—Data include law faculty.
156. *University of Texas-Pan American*—Data also include Brownsville campus. See note 27.
157. *University of Washington*—The All Ranks Combined average salary and average compensation for 1989-90 should have been 46.3 and 56.9 rather than 46.0 and 56.6, respectively.
158. *Temple University*—The 1989-90 average salary by rank published at 56.0, 44.4, 36.0, 30.1, and 46.7 were revised in June of 1990. The revised figures were 55.9, 44.3, 35.7, 29.8, and 46.5 for Professor, Associate, Assistant, Instructor, and All Ranks combined, respectively.
159. *Wagner College*—Fringe benefits this year do not include cost of Medical insurance. New plan under consideration at time of submission.
160. *Walla Walla Community College*—Data include Walla Walla, Clarkson and Washington State Penitiary.
161. *Washington and Lee University*—Data do not include law faculty.
162. *Wayne County Community College*—Data include Downtown, Northwest, Eastern, Downriver, and Western campuses.
163. *Wenatchee Valley College*—Data also include the North campus at Oamk, Washington.
165. *West Valley-Mission CC Dist.*—Data include West Valley and Mission Colleges.
166. *West Virginia Northern Community College*—Data include Wheeling, Weirton, and New Martinsville campuses. See note 1.
167. *Western Michigan University*—Data do not reflect the January, 1991 salary increase.
168. *Western Nevada Community College*—Data include Carson City and Fallon campuses. See note 4.
169. *Western Nebraska Community College*—Data include Scottsbluff and Sidney campuses. A factor of 69.6 used to convert 12-month to standard academic year.
170. *Whittier College*—Data include Whittier College and Whittier College School of Law.
171. *Williams Baptist College*—Formerly known as Southern Baptist College.
172. *Wilmington College*—Data also include Cincinnati Br., Lebanon, and Warren Correctional campuses.
173. *Winona State University*—Data include Winona and Rochester campuses.
174. *Yavapai College*—Data include Prescott, Verde, and Coconino Extension campuses.

TIAA-CREF PRESENTS
THE PRINCIPLES OF SOUND
RETIREMENT INVESTING.



© 1991 TIAA-CREF

—THE SUBJECT IS
MORE THAN ACADEMIC.

For a while, it seemed that investments only went up—and the higher the risk, the bigger the gain. Nowadays, many investors are learning that the risks are real. What goes up *can* come down.

But how well your retirement investments perform throughout your career can determine how well you'll live when you retire. Especially in times like these, it's important to know that your retirement funds are well-managed. But how do you judge? Consider these principles:

RETIREMENT INVESTING IS LONG TERM

A long-term view helps you avoid short-term risks. When you make steady contributions to your retirement plan over long periods, you minimize the effects of market fluctuations, *and* you gain the advantages of compounded growth and interest.

TIAA, an insurance company, backs your traditional annuity with long-term mortgages, bonds, and real estate investments. And TIAA's size and strong capital base mean it can ride out swings in the market—buying or selling only when the time is right.

The bottom line: *because of its stability, sound investments, and overall financial strength, TIAA has received the highest possible ratings from all three of the industry's leading independent rating agencies—A+ (Superior) from A.M. Best Co., Aaa from Moody's, and AAA from Standard & Poor's.*

DIVERSIFY FOR SAFETY AND GROWTH

A diverse mix of quality investments helps protect you from market volatility and lets you benefit from the strengths of several types of investments. Most retirement experts recommend diversification as the key to successful retirement savings.

You get opportunities for widespread diversity with each of CREF's variable annuity accounts. The CREF Stock Account holds a broad portfolio of domestic and foreign stocks, and CREF's Social Choice Account invests in a balanced portfolio of stocks, bonds and money market instruments. CREF's Money Market and Bond Market Accounts offer you further avenues to diversification.

TAKE APPROPRIATE RISKS—NOT MORE

Try to strike a balance. Be conservative enough so the resources will be there when you need them. But look for enough growth potential that your retirement income will support the kind of retirement you want.

PAY ATTENTION TO PERFORMANCE

Compare your investments' performance to their stated objectives. Have they done what they said they would do? Over long periods?

TIAA's strong returns have led the industry for over forty years.[1] TIAA guarantees your principal and a specified interest rate. And it provides the opportunity for dividends—which we've declared every year for over forty years.

The CREF Stock Account has beaten the mutual fund industry average for the past one-, five- and ten-year periods.[2] Though the market has turned down during the last two quarters, CREF's long-term record continues to be strong. And it's no wonder. CREF was among the first in the industry to enter international markets, divide its portfolio into active and indexed segments, and develop sophisticated investment research methods.

LOOK FOR INVESTMENT EXPERTISE

Finally, retirement investing is a specialized skill, so look at who is managing your retirement savings. TIAA and CREF are recognized experts in retirement investing, with over 70 years of experience serving the academic community.

In fact, we've done so well, for so many, for so long that TIAA-CREF is now the largest retirement system in the world, with over $80 billion under management.

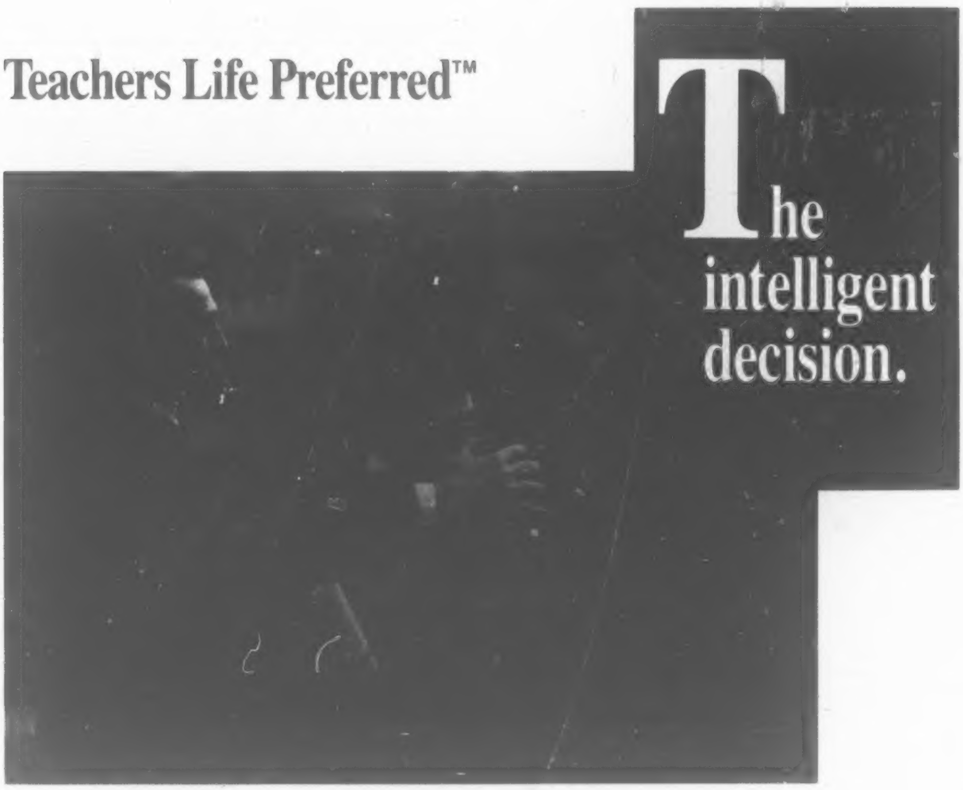
When you consider the principles of good retirement investing, you'll see why over one million people consider TIAA-CREF the best choice for their retirement savings. To find out more, call our **Participant Information Center at 1 800 842-2776.**

TIAA
CREF

Ensuring the future
for those who shape it.℠

[1] American Council of Life Insurance. [2] Lipper Analytical Services, Inc., Mutual Fund Performance Analysis Reports, General Equities Funds Average, ending 12/31/90.

For more complete information, including charges and expenses, call 1 800 842-2733, ext. 5509 for a prospectus. Read the prospectus carefully before you invest or send money.



Teachers Life Preferred™

The intelligent decision.

As an education professional, you know that an intelligent decision can make all the difference. And that's why it's so important for you to know about Teachers Life Preferred—the new individual annual renewable term life insurance policy from TIAA.

Teachers Life Preferred features one of the lowest cost policies available anywhere, with even lower rates for non-smokers. This special coverage was specifically designed to meet the needs of educators and researchers.

TIAA has established its record for providing low cost insurance and high quality professional service for over 72 years. Since the introduction of Teachers Life Preferred earlier this year, your colleagues have made the intelligent decision to accept this new protection opportunity in unprecedented numbers. They recognize TIAA's good value and strong standing as the nation's preeminent insurance and retirement specialist, dedicated exclusively to educators throughout the country.

Find out more about Teachers Life Preferred. Call us at no obligation. Our toll-free number is:
1 800 223-1200.

TIAA

Ensuring the future for those who shape it.℠

Teachers Insurance
and Annuity Association